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*Journal of the National Association
of Local Government Officers*

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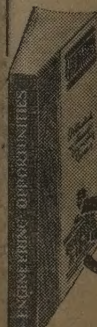
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February 1950

Volume 26 Number 2

LGS

LOCAL GOVERNMENT SERVICE

Journal of the National Association of Local Government Officers

CONTENTS

Education for Life, by E. M. HUTCHINSON	37
Making Plant Pay, by "SURVEYOR"	38
We Need a Real Code of Honour, by "HIPPOCRATES" ..	39
How to Increase Efficiency, by DELWYN G. DAVIES ..	40
The Towne Musicke, by DOREEN IDLE	41
Thirteen Members in New Year Honours	42
Magazine Miscellany	43
Have a Go, by "TOBIAS"	44
At Random, by "HYPERION": Forty Years Ago ..	45
My Bookshelf, by EDWARD KAY	46
Service Conditions News	47
Readers' Forum	51
A NALGO Diary, by "ABINGDON"	56
Education Notes, by K. S. CARTER	58
Scottish Notes, by R. DEAS	59

Notes and Comments

Can Wage Restraint Last?

IT WOULD be folly to deny that the size of the minority vote against the T.U.C.'s policy of wage restraint has thrown a spanner into the works. Congress had appealed, with all the force at its command, to affiliated unions to accept a standstill at present wage levels for twelve months, so long as the retail price index—now standing at 113—remained below 118. But when the policy was put to a special delegate meeting, the votes of no fewer than 3,606,000 trade unionists out of 7,869,000 were recorded against it, and Congress came nearer to defeat on a major issue than it has been for many years.

Although its policy was formally adopted, the prospect that it will prove effective has been diminished. For the powerful unions which were in opposition—and particularly those concerned with lower-paid workers—will hardly be enthusiastic to observe it, and, if they should table claims for wage increases, it will be difficult for the leaders of other unions to resist similar demands from their rank and file. Only much more vigorous action by the Government than anything contemplated yet seems likely to check a flood of claims for higher wages in the next few months.

The prospect is serious—and especially so for the staffs of the public services represented by NALGO. For, as we have tried to show in recent articles, the policy of

wage restraint urged by the T.U.C. is, at the present time, the only one through which we can hope, as a nation and as individuals, to save ourselves from inflation and retain the major part of the economic gains won since 1945. If that restraint breaks down, we shall be in the midst of that vicious spiral of rising wages and rising prices against which we have been so consistently warned since 1939 but which we have, hitherto, largely succeeded in avoiding. If miners' wages increase, up will go the cost of coal, and of all the manufactures which use coal. Other workers will demand increases to meet the rise in prices—and prices will go up again to meet the heavier wage bills. Very soon, the advantage won for British exports by devaluation will be wiped out and our goods will be too dear for foreign countries to buy. Export industries will slow down, workers will lose their jobs, and, lacking foreign capital—and especially dollars—we shall be unable to buy the food and raw materials we must have from abroad. Inflation and slump will be our portion.

That is what happened after the First World War. As the T.U.C. pointed out in its recent document on the position, between January, 1919 and January, 1921, wages increased from 106 to 177 per cent. of their 1914 level. But half-way through that period, the high prices caused by those high wages without a parallel increase in production started a slump. Between July, 1920 and April, 1921, unemployment increased from 3 to 16 per cent. of all insured workers—and by January, 1923, all the wage gains of the first two post-war years had been wiped out, and wages had fallen to a point 14 per cent. below the 1919 level.

If that experience is repeated, it is likely to be infinitely worse this time than it was then; for, to-day, our economy is more critically strained than in 1919, and the knife edge on which we are poised is narrower. In such circumstances, the plight of the public official would be hard indeed. Less "essential" in the narrow material sense than the industrial worker (for we must recognise that, however important his work in normal times, the nation would put the producer of food and clothing before the librarian or the accountant in time of crisis), and traditionally opposed to using the strike to enforce his demands, he would inevitably take second place in the scramble for a share of the dwindling national cake. Difficult as is the position of many public officials to-day, it would be far more difficult were real inflation to break.

Our only hope, therefore, and our most urgent task, is to do all in our power to prevent inflation. Unhappily, that involves no spectacular or exciting activities; we are not called to take arms against a sea of troubles, to man

the barricades, to raise a glittering standard to the sky. Ours is no heroic, romantic rôle. Rather is it the drab and dreary one of continuing, with no immediate prospect of relief, the daily round of trying to make twenty shillings do the work of forty.

We are not surprised that some members resent that rôle and demand more aggressive measures. In times of stress, passivity must seem inglorious—yet it is often the soundest sense. It may be grand to defy the lightning from the highest mountain top—but it is more practical to take shelter till the storm is over and avoid a wetting.

NALGO has already settled its policy. It agreed—before the T.U.C. reached the same decision—to seek no general increases in wages for the present, but to concentrate on removing anomalies and group or individual injustices and hardships under the Charter, and on seeking satisfactory standards in those fields, such as electricity and gas, which lacked national scales. A runaway inflation might force it to change that policy. But unless and until this happens—and Heaven grant it does not!—it remains the only policy for a trade union that lays claim to a sense of responsibility to its members and to the nation.

End of an Epoch

Five lines in our report of last month's meeting of the N.E.C. education committee record the end of an epoch in the history both of NALGO and of the local government service. They are the announcement that the NALGO examinations will end after this year. It was with these examinations that the Association launched its educational policy forty years ago; and it is that policy which has developed into the comprehensive educational provisions of the Charter, and has led, in part, to the enormous improvement in the status of the service.

It was in 1907—only two years after the Association was founded—that an article in its journal sowed the seed. For two years it germinated underground. Then, in 1909, an examinations committee was appointed by the N.E.C. and made a revolutionary proposal: that the Association should introduce a qualification which would encourage the training of administrators, rather than specialists. It won little support from the local authorities—but it held its first examination in 1910. Slowly, interest grew. In 1919, the NALGO Correspondence Institute was launched, to be followed, in succeeding years, by the institution of lectures in local government by evening institutes, the launching of a Diploma in Public Administration by the universities, and the establishment by NALGO of an education department, scholarships, loans to students, and a lending library.

From the early days, the Association pressed for the creation of a joint employer-staff examinations board. But this, too, met with little response from the employers, and it was not until 1946 that it was set up by the National Joint Council. Now it has launched its own promotion examination and the need for the NALGO examinations is over.

Yet many will mourn their passing, for in some respects they encouraged practical training better than does the Promotion Examination. They were a remarkable example of farsighted pioneering achievement in which the Association can take pride.

Haden Corser

His many friends throughout the service—and few NALGO personalities are better known—will have heard with regret that HADEN CORSER, the Association's deputy general secretary, is retiring next month. For some time Mr. Corser has been dogged by ill-health, and his doctors

have now advised him that he must have 18 months' complete rest. In these circumstances, the National Executive Council has reluctantly agreed to his giving up his post after its March meeting.

We hope next month to refer in greater detail to Haden Corser's great work for NALGO, as district officer in the North-West, as chief organisation officer after the retirement of J. B. SWINDEN, as acting general secretary after the death of JOHN SIMONDS, as deputy general secretary since the appointment of JOHN WARREN, and—perhaps greatest of all—as national Whitley officer in the days when Whitleyism was in its formative stages in the local government service, and as staff side secretary of the National Joint Council since its formation. This month we have space only to record that, at its meeting on January 7, the general purposes committee of the N.E.C. agreed to give every member an opportunity of recognising that work by contributing to a national testimonial fund. That is an honour which NALGO has accorded only twice before in its history—in recognition of the work of its first general secretary, L. HILL, and of his successor, John Simonds. That it should have selected Haden Corser to be the third to be so honoured is testimony of the high esteem in which the Council holds him. Invitations to subscribe will be sent shortly to branches, district committees, sectional and professional societies, and other bodies with which he has been associated.

A Better "L.G.S."?

For many years now, members have been critical of "Local Government Service." At successive Conferences complaint has been made that it lacked the dignity proper to the journal of a great Association, that it was dull, its type was too small, its pages too crowded.

With most of these criticisms both the National Executive Council and those responsible for producing the journal were in full agreement. But, hitherto, there has been little they could do about it. Strict rationing of paper supply, combined with an ever-increasing circulation and the ever-widening spread of the Association's interests, compelled them each month to squeeze a quart of information into a pint of space—with devastating results on such editorial arts as display, presentation, and persuasive typography.

At last, with an increase in paper supplies, we have the opportunity to introduce some of the long-desired improvements, and this month the journal appears in a new dress, better designed we hope, more gracious and dignified, and with more space in which to tempt the interest of the reader. In planning it, we have been fortunate to secure the advice and help of Mr. Stuart Rose, a leading expert in typography and layout.

But the dress is not yet final. Unlike the commercial magazine, with unlimited resources, we cannot spend months experimenting with styles and types, printing secret "dummies," amending and improving on them, until finally the finished product is launched upon an admiring readership. We are still severely restricted by cost. We must make our experiments in the course of production, trying them out on our readers in the experimental stage. This number is, therefore, a trial essay only, upon which we hope to improve in the months to come.

It is the aim of "Local Government Service" to encourage the fullest freedom of opinion and expression within the Association. Unless the fact is expressly stated, therefore, views put forward in this journal—whether in the editorial columns or in signed articles—should not necessarily be regarded as expressing the considered policy of the Association.

We should train for the job, but educate for life

Local Government needs a wider view of education to produce more cultivated officers, and new methods of training to evolve more efficient ones, declares

E. M. HUTCHINSON, M.A., A.I.M.T.A.*

I HAVE always been interested in the education and training of local government officers, for the very good reason that I entered the service myself when I was fifteen and in the next ten years sampled most forms of educational provision then available to the junior entrant.

One of the lessons I learned from that experience is that there is a big difference between *training* and *education*. But we are so accustomed to using the words in the same breath, or interchangeably, that few people seem to appreciate that difference. I am convinced, however, that failure to make the distinction is largely responsible for the ill-success that has attended much of N A L G O's admirable educational effort. Even more important, the same failure has confused the attitude of local councils as employers and has involved the service in the current differences over the value of the promotion examination.

In my view, education is a matter of drawing out the latent capacities of each individual and, in so doing, of giving him an increased awareness of his own humanity and the dignity that attaches to it. Training and instruction are educational only in so far as they effect this: and, as they are at present conceived in the local government service, they rarely succeed.

May I illustrate my point from personal experience? When I was studying for the intermediate examination of the Institute of Municipal Treasurers, at the age of eighteen, I became for a short time a member of a W.E.A. class in economic history. In a few weeks I discovered that men and women could seek knowledge, not to secure a saleable certificate of competence, but to increase their ability to direct their lives in relation to the society of which they were members. Although I was later a part-time student at Manchester University for three years, I believe that those few evenings were the most important, educationally, I ever spent. They stimulated me to read beyond the confines of recommended books and to demand more from professional studies than examination certificates.

**Mr. Hutchinson has been secretary of the National Institute of Adult Education since 1947. Before that he had over 20 years' experience in the local government service and took an active part in N A L G O work, being president of the Surrey County Officers' Guild from 1942 to 1944.*

More recently, I have been struck by the Danish view that the three or four years round about the age of 20 are pre-eminently "years of inspiration," in which comparatively short periods of general education free from the compulsion of examinations can affect the whole of after life. The Danish countryside is a good witness to the validity of this view, as it has found expression in the Folk High Schools during the last century.

Until recent years, it was assumed that the desire of individual officers for professional status and the accompanying economic benefits were sufficient stimulus, combined with recruitment from outside professions, to provide the range of trained personnel necessary for the effective working of the local government service. Those who, as ordinary entrants, did not care to enter the tough competition that this assumption engendered were a depressed class who, together with inexperienced juniors and young women looking forward to marriage, carried the burden of filing and recording in its many forms which modern administration precipitates.

The attempt, by establishing the promotion examination, to impose a minimum standard in the service recognises the insufficiencies of the past, but if the diagnosis is at least partly right, I am doubtful about the proposed treatment: it may indeed be more harmful than the disease!

I say this for three reasons: first, it maintains the emphasis on the written examination, which is already over-played as a means of assessing qualifications, and it has provided an excuse for failure to face the need for a critical evaluation of the examination qualifications already available.

Secondly, it perpetuates a wrong emphasis on continued education, wholly associating it with work, which is only a part of life, albeit an important one.

Thirdly, the examination was instituted with insufficient attention to methods of training and, in practice, it detaches training from the point where it should first be developed—in the course of daily work.

Of course, the service needs leading cadres, and it is important that a good proportion of them should work upwards by way of internal promotion and mobility between authorities. Those who aspire to leadership in the service need no pressure to subject themselves to an academic discipline. What they do need is a measure of study release

time, and more facilities for residential courses and sabbatical leave, to enable them to see their specialisms in clearer relation to the service and to life as a whole. This will happen only when employers recognise the benefits which accrue to the service as well as to the individuals from the pursuit of high standard qualifications. "High standard" may not properly describe all the qualifications which officers do in fact seek! When national salary scales and service conditions were conceded, it would have been sensible for the employers to have demanded a review and to have pressed for the inclusion in syllabuses of a "common curriculum" dealing with the service as a whole and its relation to national life.

But whether they aspire to high office or not, entrants to the local government service need continued education in a wide and general sense, not because they are local government officers, but because, like others of their age, they are young men and women whose education is inevitably incomplete for the tasks that await them in adult life. The ability to absorb book knowledge ahead of the lived experience that gives reality to much of it; and to recapitulate it in an examination, will not prevent the frustrations that spring from being inadequate as home-makers and parents, as electors and citizens, and from being starved of access to a common cultural heritage. Few local authorities seem as yet to have realised that good workers must first be reasonably satisfied human beings—and satisfied with more than the pay that is offered them. Indeed, this idea is only beginning to emerge from the long eclipse initiated by the Industrial Revolution, and it is an anomaly of the Welfare State that, at present, it is more widely recognised in private than in public employment.

But if general education cannot be confined within an examination syllabus, neither can instruction and training of the sort which, in my experience, are still most neglected in the service. Many entrants still fail to receive elementary instruction about the purposes and structure of the authority, and even the department, they serve. I would have preferred to see much of the money and effort spent on developing the promotion examination applied to devising new training methods applicable within the service—exploration of the use of instructional films and short residential courses, and the training of panels of instructors, to work in conjunction with senior departmental staffs of authorities or groups of authorities.

In short, I believe that there is still some hard thinking to be done on this perennial topic. I am concerned lest the promotion examination obscures the need for improving the existing specialist qualifications which have a direct relevance to promotion for high office. There is a danger of it putting a premium on a narrow—I would say erroneous—conception of continued education in its inadequate relation to working practice and its acceptance of a text-book relation to the world at large. Coming on top of the defects and strains in our secondary school curricula, it may fatally reinforce the common view that education is "bunk."

Throughout industry and commerce, full employment has brought home the insufficiency of technical training as a means to high productivity. Increasingly, the attempt is being made to secure group co-operation so that the members of the group may know enough of what the business is all about to develop in them a personal conviction of its importance. Continued general education, "training within industry," and joint consultation, are seen as facets of one crystal. I wonder if the local government service is as clear-sighted on either side?

MAKING PLANT PAY

Even the smallest authority can afford costly plant—if it makes it earn its keep by hiring it to outside users, says

SURVEYOR

THE NATIONALISATION of gas and electricity undertakings has hit many local authorities hard. Not only have they lost revenue-producing units, but, often, the change has upset the rest of the council's organisation. For example: a small authority, with a population of about 25,000, formerly operated gas, water, and electricity undertakings, fire brigade, highways and sewer departments, and a cleansing department. This justified the running of a well-manned and equipped vehicle and plant maintenance depot, but since three of the services were nationalised, the depot is running at a loss and is deteriorating.

In the present manpower shortage, it would be economical to mechanise as many activities as possible, but unless machines can be in use most of the time there is no saving in costs. Hiring machines is not a complete answer, because the necessary plant is not always available when needed, and hire charges must be paid on standing plant for the odd days between jobs.

The outlook seems gloomy. But the difficulties could be overcome by hiring out the plant. What small authority with two heavy rollers can hope to operate them economically on its own work alone? But if it hired them out it could, in a good year, keep them in use for a large part of the time and make a fair profit for itself.

A mechanical shovel can be a real money spinner. I know of a council which bought one to load chippings during tar-spraying activities. Out of season, the machine was hired out to a gas company for shifting coke, and to various mills for shifting coal heaps—with the result that the council had the use of a special machine at very low cost. The same sort of thing happens with many kinds of machines and it is surprising how a business can become established.

I have found that, by hiring out plant, I have economised on my own works and have established better relations with local firms. Though our population is well below 15,000, we operate a large steam roller, a footpath roller, an excavator and various other machines. But for the hirings, we could not afford one.

Nor is it only outdoor plant which can be hired. If chief officers will co-operate, even the smallest authority can justify the acquisition of such things as calculating and addressing machines. One I know was repenting its rashness in buying an addressing machine when it began receiving requests from all sorts of organisations to undertake circularising its population. The unwanted machine became a little goldmine.

There is, therefore, no reason why small authorities should be compelled to use toilsome and inefficient methods—which may lead to their being absorbed by some gargantuan neighbour. With the loss of some powers, and the present nationwide shortage of plant, opportunity is knocking at the door. I hope they will open it wide before private enterprise beats them to it.

Let us have a real Code of Honour

urges "HIPPOCRATES"

THE OTHER day, a colleague, a senior officer, complained to me that some of his brother officers, intent on personal "empire-building," were seeking to undermine the position of his section of the department, hoping thereby to benefit themselves. I had heard such complaints before, but one remark of my colleague's has stuck in my mind. "And they are fellow-members of NALGO," he said—with a bitterness far deeper than he had shown in telling me of their conduct.

Since that incident, I have been wondering whether we, in NALGO, ought not to formulate a code of honour to regulate our conduct, not only towards our employers, our work, and the public, but also towards our fellow-members. Most of the mediæval guilds had such codes—imposing obligations towards other members of the guild and their families which would put to shame the attitude of some of us towards the Benevolent and Orphan Fund. Rules of fraternal support were among the basic objects of the early trade unions (some preserved to this day), and several modern associations, such as the National Union of Teachers, have codes of professional honour, the breach of which incurs severe penalties, including suspension.

I may be told that NALGO adopted a code of conduct in 1938 and has secured its incorporation in the local government Charter. That so-called code deals with the duties of the officer towards his authority and the public, and, at first sight, looks impressive. But it is essentially trite. Its wording is pompous, tautological, and with sensational purple patches.

What is the origin of this collection of axioms? It is, in fact, taken almost *verbatim* from the report of a Board of Inquiry set up by the Treasury in 1928 to investigate allegations that Treasury officials were using confidential official information to assist them in private speculations in international currency transactions. The officials concerned were dismissed, and extracts from the report of the Board were circulated by the Treasury to be incorporated in the rules of the various departments. Paragraph 37 of the Charter is based on these extracts.

Surely the local government service is worthy of a better effort as its code of official conduct. This code should be prepared by officers themselves and should reflect the traditions which have been built up over the years, dealing with duties and obligations towards employing authorities, the work to be done, and the public. It might then be submitted to the employers' representatives for incorporation in the Charter. Even were such a code not formally promulgated, it could be voluntarily observed by officers as a proper standard of professional conduct.

NALGO might consider appointing a special committee to review this subject. At the same time, the obligations of members towards one another might be discussed and codified, and penalties, such as withdrawal or suspension of membership, approved for flagrant breaches.

This would not be easy, for the code could not ignore the standards of official discipline. Abuses cannot remain unreported and go unremedied just because the offender and his fellow-workers belong to the same association.

Nevertheless, I consider that there is need for a "code of honour," laying down suitable standards of conduct for members of the Association to observe between themselves. Such a code would have a two-way effect: for example, while it would enjoin seniors to deal fairly with juniors, it would also impose on juniors proper respect for their seniors.

A code of fraternal honour could not, of course, be enforced with the same sanctions as a code of official conduct. Probably, it could have no other sanction than the force of public opinion within the Association. Yet its publication, with the force of NALGO behind it, would be bound to have a salutary effect on our service.

THE "CODE" TO-DAY

The NALGO Code of Conduct, to which "Hippocrates" refers in his article, is as follows:

The first duty of a local government officer is to give his undivided allegiance to the authority employing him. With his private activities the authority in general is not concerned, so long as his conduct therein is not such as to bring discredit upon the service in which he is an officer. For that conduct public service is entitled to demand the highest standard.

The maxim laid down for a court of law, that it is of fundamental importance not only that justice should be done in it, but that it should manifestly and undoubtedly be seen to be done, applies with equal force to the local government officer. Public confidence in his integrity would be shaken were the least suspicion, however ill-founded, to arise that he could be in any way influenced by improper motives.

From this it must follow that the local government officer, as a public servant, must not only be honest in fact, but must be beyond the reach of the suspicion of dishonesty.

He is not to subordinate his duty to his private interests; or to put himself in a position where his duty and his private interests conflict. He should not make use of his official position to further those interests; but neither is he so to order his private affairs as to allow the suspicion to arise that a trust has been abused or a confidence betrayed.

He should be courteous to all with whom his duties bring him in contact.

The public expects from the local government officer a standard of integrity and conduct not only inflexible but fastidious. It is the duty of the service to see that the expectation is fulfilled.

We can increase efficiency if we reward enterprise

Britain's public services could be four times as productive as they are to-day. But enterprise and inventiveness are blocked and discouraged. A practical plan to release them, by a system of awards for bright ideas, is here advanced by

DELWYN G. DAVIES, Water Engineer and Manager, Harrogate

THE POLITICAL and economic air is thickening with proposals to ensure Britain's economic survival. But survival is not enough. We want prosperity, too. That can be attained only through higher efficiency in industry, agriculture, public enterprise, and the social services. Industrial productivity, Sir Stafford Cripps told us recently, has risen by 20 per cent. in the past two years. But industry employs only half the civilian labour force. The other 11½ million workers are in central and local government, agriculture, transport, distribution, and personal services. What of their productivity?

The procreation of prosperity does not depend only on the coal miner and the steel worker. It depends on each one of us—the junior in the treasurer's department, the nurse in the hospital, the clerk in the utility undertaking.

Can public enterprise in local government, gas, electricity and water services, and in the hospital and social services, be more efficient than it is to-day? Of course it can—provided the skill of those who operate these services is fully used, and the many good-intentioned but ill-designed obstacles to effort are removed. Given the opportunities, the inducements, and the will, the British people can eclipse without difficulty the achievement of the United States in productivity and quality.

Most nations are blind to some of their own problems. Our particular blind spot—in the public services at least—has been our failure to perceive that reward is an important human motive, that the worker is more than a mere adjunct of the machine. As a result, average human efficiency in this country to-day is no more than 25 per cent. of what it might be. Thousands of men and women are frustrated and forced to divert their native inventiveness and desire for adventure, for which their work offers little outlet, into football pools and the celluloid fantasy of the cinema. Yet, were full advantage to be taken of the worker's faculties, and his desire for interest, security, status, recognition, and reward, we might achieve a material and sociological advance greater even than that already attained as a result of the inventions and discoveries of the past century.

The efficiency of an organisation does not depend only on the wisdom of those at the top—the departmental head, the town clerk, or the hospital matron—but also on the enterprise, energy, and abilities of every man and woman in it. We have in Britain a labour force potentially four times as productive as it is now. How can this colossal energy, now blocked by barriers, bottlenecks, and red tape be released?

If local government is not to disintegrate, it must become more efficient; and the other public services must prove themselves more proficient than their predecessors of private

enterprise. Only those within these organisations know how much better they could be. Every reader of LOCAL GOVERNMENT SERVICE knows that, were he to be given the opportunity—and were his suggestions to be welcomed—he could recommend many improvements and suggest many devices to save labour, and increase output.

All that is needed is machinery to examine proposals designed to increase efficiency and productivity, and to reward the originators of those which are adopted.

To garner this harvest of untapped human energy, I suggest that NALGO should set up a Standing Commission on Higher Efficiency in Public Service and should invite experts in administration, management, sociology, and economics, to serve upon it. The first task of the Commission would be to investigate the barriers which now retard effort, its second to consider how to make fuller use of human motives. NALGO has a great opportunity to advance its prestige in the eyes of the nation and to promote the status of its members by tackling this important job. Subsequently, local joint efficiency committees, composed of officers and representatives of local authorities, should examine proposals submitted by individuals or groups, accept those which are sound, and grant awards to those who put them forward—assessing the awards according to nationally agreed principles. Proposals which have general application throughout industry should be reviewed by a national body.

The office boy who suggests that the existence of four Smith Streets in one town means confusion deserves a few guineas. The cost clerk who shows that the reading of electricity and gas meters could be combined to save manpower, or that meter readers could promote equipment sales; the sewage works manager who doubles his plant capacity by new techniques; the hospital technician who designs a sensible clinical thermometer; the sanitary engineer who devises a light-weight dustbin—all deserve tangible gratitude for the labour and money their ideas would save. And nothing would stimulate extra-useful activity amongst public service staffs so much as the knowledge that enterprise would bring its own reward.

Of course, there are difficulties. It will be far from easy to assess the degree of public benefit in fields where the price mechanism does not operate. But these difficulties are not insurmountable, and should not deter us from making an attempt which would bring prosperity both to those we serve and to ourselves. Through higher efficiency, we might transform some labour from a means to happiness to part of happiness itself. "Happiness," wrote Santayana, "is the only sanction of life. Where happiness fails, existence remains a mad and lamentable experience."

The Towne Musicke

Municipal music is as old as local government, and the first civic musicians were policemen, says

DOREEN IDLE



IT WOULD be difficult to select two municipal services more diverse from one another than the police force and the municipal orchestra. Yet in mediæval times they were closely allied, and for many years the municipal musician and the policeman were one and the same person. He was called the "wait" and his duties were to patrol the streets at night to watch for disturbers of the peace and—in that age before striking clocks—to "pipe the hours." From this humble beginning developed both Scotland Yard and the Bournemouth municipal orchestra.

No doubt the early waits took a pride in their piping of the hours and soon demanded instruments more worthy of their skill. Their talent and enthusiasm led to their being used on public occasions when other music was required, but it was a long time before they succeeded in freeing themselves entirely from their duties as watchmen. By the 14th century, however, the title "wait" had begun to mean a musician rather than a watchman, and many towns had appointed waits who were primarily minstrels.

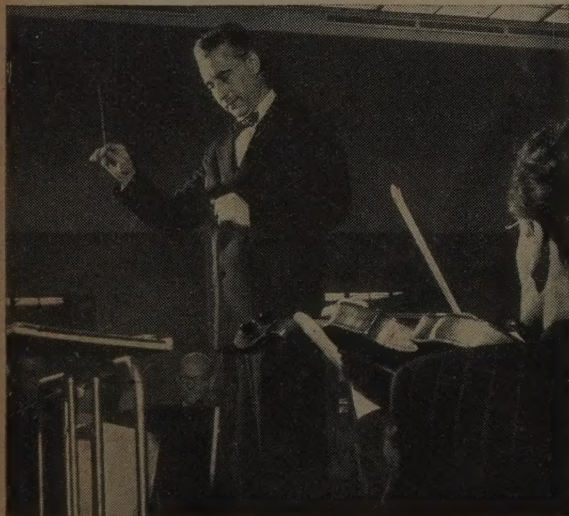
There were official waits at Exeter in 1396, at Norwich in 1408, at Salisbury in 1409, at Coventry in 1423, at Beverley (Yorks) in 1423, at Kingston-upon-Hull in 1429, and at Southampton in 1433. They were often then officially designated "The Towne Musicke," and were

lawfully supported out of the rates. Salaries ranged between two shillings and £1 a year. By the 16th century, some towns were paying them about two pounds a year, but this included cost of livery as well. At these rates they were fairly high in the municipal hierarchy. For example, in 1553 Norwich paid its waits £1 13s. 4d.—but the Bellman got only 6s. 8d., and the Sergeant of Mace £1 6s. 8d., while the two Chamberlains each received £3 for salary and livery, and the Town Clerk £4 6s. 8d.

Extra payments were made if the waits performed on special occasions, such as civic processions and pageants, the riding of the bounds, the welcoming of important personages, and on occasions of national rejoicing. In some towns they were paid extra for assisting at Cathedral services, as at Chester, when, in 1591, each wait received twelve pence for this service. Sometimes the corporation even provided them with houses. Their instruments remained the property of the Corporation.

Even in those days, music was regarded not only as a pleasant addition to other forms of rejoicing, but as a worthwhile end in itself. Thus, the town waits were often allowed to give public instrumental concerts: at Great Yarmouth they played on Sunday evenings on the leads of the Custom House, dressed in their colourful livery. In Norwich, in 1553, the waits were permitted to play for half an hour on the leads of the Guildhall on Sundays and holidays. They were also allowed to play—but only with the Mayor's permission—at the Market Cross. Normally, there were only four or five waits to a town, playing such instruments as recorders, the sackbut (resembling a trombone), and early forms of the oboe, cornet, violin, and bassoon. Their sign of office was a silver chain and badge, some of which still survive. Each wait held his office for life, and they themselves appointed new members to fill vacancies, subject only to the approval of the Mayor's Court. Sometimes, elderly waits retired voluntarily in favour of younger aspirants, and Norwich records a case of a wait receiving a pension of forty shillings a year from his successor.

Rate-supported music is thus no daring or extravagant innovation of modern times, but a service almost as old as town government itself. But for the "economy axe" wielded at the time of the French Revolution, and the utilitarian outlook of the industrial age, municipal music might have enjoyed a history as continuous and as progressive as any other local government service. Municipal orchestras of today are in a proud tradition, and it is to be hoped that "Towne Musicke" will soon again be looked upon as an important part of local government.



Rudolf Schwarz rehearsing Bournemouth's municipal orchestra of 70 players—the orchestra is subsidised by the town council to the extent of nearly £30,000 a year.

THIRTEEN MEMBERS IN NEW YEAR HONOURS

THE NAMES of at least thirteen members of NALGO, and of several good friends of the Association, appeared in the New Year Honours last month.

Outstanding among them were A. V. ALEXANDER, Minister of Defence, who was created a Viscount, and Ald. T. W. BURDEN, C.B.E., M.P., who became a Baron.

Mr. Alexander's association with NALGO goes back nearly forty years, when, as a clerk on the staff of the old Bristol School Board, and later chief clerk for higher education, Somerset county, he was a keen member of the Association, serving for a time as secretary of the old Central Somerset branch.

Though never eligible to be a member of the Association, Mr. Burden has been even more closely connected with it, having watched its interests in the House of Commons since 1943.

Two other friends of the Association in the list are J. D. IMRIE, city chamberlain of Edinburgh, who received a knighthood, and B. LEES READ, A.C.A., clerk to the Governors of Guy's Hospital, who was made an O.B.E. Mr. Imrie was at one time employers' secretary of the Scottish joint industrial council, and a valuable member of the NALGO Reconstruction Committee. Mr. Read has done much since the nationalisation of the hospital services to help NALGO in the former voluntary hospital sphere.

Three Branch Presidents

The thirteen NALGO members in the list include G. R. ASHTON, one of the South-Western members of the N.E.C., E. T. DAVIS, president of West Sussex branch, D. C. BARLOW, former president and chairman of Middlesbrough branch, and S. C. WILSON, ex-president of West Cornwall branch. They are:

C.B.E.

E. T. DAVIS, chief education officer, West Sussex C.C.

O.B.E.

R. FLETCHER, M.I.C.E., borough engineer and surveyor, Smethwick.

Miss M. LAIRD, matron, Hairmyres Hospital, East Kilbride.

A. NETHERWOOD, chief officer, Croydon Fire Brigade.

M.B.E.

G. R. ASHTON, clerk and local fuel overseer, Keynsham U.D.C.

D. C. BARLOW, superintendent, Holgate Institution, Middlesbrough.

H. R. BENNETT, B.Sc., chief education officer, Smethwick.

H. O. BIGG, F.I.M.T.A., A.S.A.A., borough treasurer, Dagenham.

C. EMMERSON, surveyor, Sunderland R.D.C.

L. W. HEDGER, F.C.I.S., F.A.H.A., secretary, Royal Western Counties Hospital Group, Starcross, Devon.

N. KETTLEWELL, chief officer, West Hartlepool fire brigade.

L. M. REEVES, senior trunk road engineer, East Suffolk C.C.

S. C. WILSON, clerk, Camborne-Redruth U.D.C.

T. W. BURDEN A Personal Tribute

THOSE OF US who know Tom Burden will have felt how much poorer the Government has been for his non-inclusion in the ranks of Ministers: what a first-class Minister of Health or Minister of Education he would have made! It is fitting, however, that a substantial and long overdue honour should be bestowed upon him.

He has been a great servant of the Labour Party from its pioneer days. As a youth, he was secretary of the Poplar Labour League. In 1916 he was elected to the executive committee of the Railway Clerks' Association—a position he held for a record period.

But it is for his great love of local government that we in NALGO know him best. He has been a member of East Ham council since 1926, an alderman for 15 years, was mayor in 1934, and has been chairman of all the major committees.

In the House of Commons, there has been no more valiant fighter for the

service—not excepting the great Willie Graham—than Mr. Burden. Much of the provision for compensation, superannuation, and protection generally accorded to officers has been due to his persistent and untiring efforts and his great ability to understand a problem and expound it logically and fluently. (He believes that the best speech he ever made was on the assistant nurse.)

With his avuncular manner and perpetual smile, Tom Burden is one of the most human and popular men in Westminster. Like another illustrious railwayman—Lord Walkden—he once bred game cocks. Unlike most of us, he has never kept a diary and never forgotten an appointment. He is a voracious reader, reading two books every week of his life, and has thousands of books, on the widest variety of subjects, scattered all over his home.

It is good to have his assurance that his great skill and influence will still be available to NALGO.—W. Pitt Steele.

—and a Message

LOCAL GOVERNMENT SERVICE has received the following personal message from Mr. Burden:

"May I first of all express my sincere thanks to all the members and branches of NALGO who have so kindly sent me wires and letters of congratulations?"

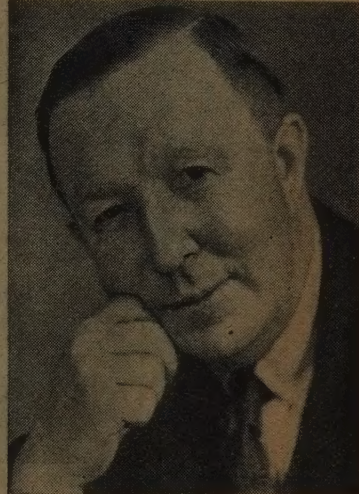
"I am very proud that I have had the opportunity in the House of Commons of being recognised as speaking on behalf of NALGO."

"I am convinced that in the near future the reform of the structure and responsibilities of local government will come under consideration."

"It is my earnest hope that I may still be allowed to make some contribution in order to uphold and enhance the status of local government and those in its service."



Mr. A. V. Alexander



Mr. T. W. Burden

Magazine

MISCELLANY

A symposium of extracts, grave and gay, from current NALGO branch magazines

One of The Old School

THE LATE clerk of the council, Mr. T. W. Weeding, was an autocratic but lovable chief, 6 ft. 4 in. tall, an imposing and bearded character. He hated motor-cars and I well remember the fleet of bicycles he used, seven in number, one for every day of the week, each of which had a special name. Every day he cycled to and from his home in Addlestone and many times at about two minutes to nine he used to let me in the front entrance door with his master key.

In an alcove off the old General Office, now part of the stationery store, his cycles were stabled, including an old penny-farthing which now reposes in one of the National Museums in London. Mr. Weeding cycled many thousands of miles on the penny-farthing, including tours of the Continent! Fancy the Simplon Pass, on a penny-farthing bicycle!

He did not retire until he was, I believe, 83 and even then he could run upstairs three at a time.—R. W. TONKIN in "Newsreel," Surrey County Branch.

A Quo for their Quid

But the contribution which NALGO has made towards improving the quality of local government officers is only little less impressive than its achievements in improving their lot.

We are reminded of the words of Professor Finer, who said in his classic textbook, "English Local Government," that NALGO can "without exaggeration claim to have done more to improve the status and quality of local government officers than any other single factor." NALGO has, he said, relied "not on a mere agitation for high wages and short hours, but on a conscious and deliberate raising of the intellectual standard of the municipal civil servant to effect an all-round improvement in conditions. In one way it has reverted to the principles of the medieval Guild . . . it not only supports its members in demanding a satisfactory *quid pro quo* from their employers; it does its best to guarantee to the employers a satisfactory quo for their quid."

Despite NALGO's proud record, it seems strange—but truth we are constantly told is stranger than fiction—that some members pay their subscriptions grudgingly, or only because thereby they can insure their car—if they can afford one!—a little more cheaply. Unmindful that they are, in the words of the General Secretary of NALGO,

"the lucky legatees of the efforts of perhaps two generations of local government officers," these members all too often whine, and whine miserably, when there appears to be no tangible advantage for them personally in membership of the Association.

We like to think that the number of such members is small, that their squawkings are the more noticeable because they are deviations from the norm. We all of us, of course, tend to have our own pet injustices which never seem to get righted: we, ourselves, could mention one, if we felt so disposed, that unfailingly arouses within us the deepest feelings of bitterness. But is there room for minor grievances at the moment, either in NALGO or in the local government service itself? We think not. To-day, more than at any time within the knowledge of most of us, it is important that we should continue to "get on with the job". . . Even our big grievances may have to wait. And surely it's some consolation to know that, in forgoing for the moment just claims for perhaps a little more butter on our bread (it'll be a long time before local government officers can expect jam!), NALGO is behind us, powerful, omniscient, safeguarding our interests.

—Also from Surrey's "Newsreel."

Personal Reminder

When you keep a man waiting on the telephone or at the counter unnecessarily; when you make him wait an excessively long time for a reply to his (to him) urgent letter; when you keep him on tenterhooks for weeks or months before you make a decision on his project or request, do you ever try to put yourself in his position and visualise his feelings?

Would you like it?—Neither does he.

—"Guild Journal," Manchester.

IN LIGHTER MOOD

Some Health Howlers

"If a corpse is without proper lodging or accommodation he can apply to a magistrate for removal to a mortuary."

"Pasteurised Milk is derived from cows put out to pasture."

"The pancreas is a station in the Euston Road."

—"Christmas Magazine," Market Harborough.

Strategy

Husband (to friend with whom he has been launching the Yuletide celebration): "I want you to help me. I promised to meet my wife at 8 o'clock for dinner and I

can't remember where. Would you mind ringing her up at our house and asking her where I am likely to be at that time?"

—"Smethwick Intercom."

Secretary's Lament

If the Secretary writes tactfully, he's verbose,

If he's brief, he's tactless;

If he drafts a report, it's wrong—

If he doesn't, there's nothing to work on.

If he speaks to the Committee, he's butting in,

If he doesn't, he's useless;

If he sends a reminder, he's a pest,

If he doesn't, he's slack;

If he asks for resolutions, he's cheeky,

If he doesn't get things done, he's incompetent;

If the meeting's a success—it's the committee—

If it's a failure, the Secretary's to blame;

If he asks for instructions, he's no initiative,

If he doesn't, he's swollen headed.

"One Over the Eight," West Cornwall.

Diplomacy

"You look washed out, Mr.—, what time did you get home last night?"

"Well, I didn't get home until around six o'clock, and I was just undressing when my wife woke up and said: 'Aren't you getting up rather early?' Rather than start an argument, I put on my clothes and came down to the office."

—"At Your Service,"

Doncaster and District.



"Obviously a local government officer—everything in triplicate!"

"At Your Service," Doncaster.

Have a go

by "TOBIAS"

AS USUAL, "L.G.S." was to blame for all our troubles. Surprisingly, this time it was Rufus who was trapped by the journal's perpetual and apparently irrepressible attempts to Stir Up Activity.

"Ha, ha," he said. "Here's a bloke saying we ought to enliven NALGO branches by getting W—d P—s to come along."

"And how many grandchildren have you, Mr. Rufus? . . . What, none? . . . Give him the money, Barney, this is unique in the whole of our experience."

"Shut up. This bloke's got something, I tell you." As you will see by going back a few paragraphs, this had not been Rufus's attitude in the beginning. But, like the best NALGO members, he flourishes on opposition, whether it comes from the N.E.C. or from some nincompoop like George who thinks that, because he pays a monthly subscription to NALGO, he ought to have some say in the Association's affairs.

"You know darn' well this branch needs livening up," Rufus was warming to the idea, which he would shortly claim as his own.

"Let's get the Boss to stump up the jackpot—that'll shake us!"

"As a matter of fact," said Sackbutt, "I'd be glad to come along and tell the story of My Most Embarrassing Experience. Last New Year's Eve—"

"Not now, old man," I said. "Keep it as a surprise." (In fact, this was a piece of delightful irony, as Sackbutt had already told the story to each of us, not once but many times).

"Who's going to write to Mr. P—s?"

"Oh I say, that isn't the idea—we've got to encourage branch initiative by producing our own little gherkin, ha, ha." Rufus, rubbing his hands, already saw himself in the rôle of Genial Host, bringing the NALGO Member to the People.

Some of us had other ideas, and it was eventually decided to choose the compère by drawing lots among Rufus, George, Sackbutt, myself and, as a sop to feminists, Miss Gymbol (it was a safe bet that she would refuse—whereas young Betty would probably have accepted, and done the job so well as to wrinkle, for the time being, that comfortable blanket of male superiority in which we are wont to wrap ourselves).

But before we had time to resort to such measures, the Boss—called in purely from the financial angle—took over the whole idea by insisting that Alderman Jove was the obvious person to take charge.

"A natural-born comedian," he said.

"—especially at council meetings, when he's trying to be serious," we muttered.

But, all things considered, it seemed wisest to accept the Boss's suggestion,

especially since Alderman Jove agreed to meet all expenses out of the council's Slum-Dwellers' Re-housing Fund, on which there had been no great demands of late.

On the evening of the performance, there was, despite some competition from a local travelling-fair, a noticeable audience composed of members of the public, wives and parents of competing Nalgoites, and hecklers from Alderman Jove's political opponents, who were putting in some practice before the General Election.

The latter, four in number (three strongly-built males and one shrill-voiced heckleress) went into action straight away.

"Well, boys and girls," began the Alderman, "we are here tonight on what must be a unique occasion—"

"Aye—you lettin' somebody else do a bit of the talkin'—"

"Some of our local government officers have actually volunteered to step completely out of character by giving civil answers to a few questions—"

"I'd like to ask YOU a thing or two, Jove!"

"—for an adequate financial reward, rather than from an altruistic love of doing so."

"What about them rats in the new council houses?"

"What about them election promises o' yours—Prosperity, by Jove?"

At this point the interrupters were, as a local paper put it next day, politely ushered from the hall. A few spectators went with them, but despite this and an ever-growing racket from the near-by fairground, the show went on.

"This fine, upstanding young fellow now coming up to the platform," began the alderman, "is none other than our friend—"

"To save time," Sackbutt interrupted airily, "I might as well tell you now that the most embarrassing experience I ever had was last New Year's Eve when—"

"This young man"—Alderman Jove was still nettled by the hecklers—"is like all local government officers, in that he evidently prefers gossiping about his own affairs to getting on with the job of serving the public—"

"The job on this occasion," said Sackbutt, "was to raise local government to heights which it has never before scaled—that is, to see the New Year in from the top of Ben Nevis."

"Young man, we don't want your life

story. You are merely asked to Have a Go."

"Yes, it was a go all right. There we were in the pitch darkness with a blizzard raging all around. We were making for a hut, but could we find it?"

"NO!" yelled the audience, most of whom already knew the story almost as well as Sackbutt did himself. "So you dug yourselves in—"

"Drank all the whisky in your emergency bottles—"

"And stayed out all night in the snow."

"It was only the whisky that kept you alive—"

"For heaven's sake," shouted Alderman Jove, "give him the money and get rid of him."

"The whole point of the story," Sackbutt insisted, "is that in the morning we found—"

"You'd been right outside the hut all the time."

"But it was only—the whisky—that kept you—alive!"

By this time Sackbutt, too, had been ushered politely from the hall. When Rufus and I returned, dusting our hands, Alderman Jove, wreathed in smiles, was interrogating young Betty.

"Are you courting, love?"

"Yes, she's courting." Sackbutt had impolitely ushered himself back again. "And anybody that says she isn't is jolly well courting disaster, see?"

The funny thing is that our audience enjoyed it all. Apparently they thought the interruptions and ejections were part of the show—"Coo, this is better than the circus any day," I heard one youngster remark (civics instructors, please note). They even applauded a slight speech which I ventured to make at the close.

. . . and, of course, there is a moral in the story told by our unfortunate—er—raconteur. Who knows but that we, the local government officers of Britain, may be sitting right outside the hut of prosperity without being aware of it. And a little activity on the part of each and every one of us may be sufficient to—"

"Pay for the whisky that keeps you alive!"

But most enthusiastic of all was the proprietor of a coconut-shy in the neighbouring fairground, who did a roaring trade as the result of a part of our audience being under the impression that our whole Have a Go programme was an advertisement for his stall . . .



At Random

by "HYPERION"

Election Reflection

A politician is an animal that can sit on the fence while keeping both ears to the ground.—*New York Times*.

Relativity

"Is it really possible," asks a nervous New Yorker of an astronomer, "for the atom bomb to destroy the earth?"

"What if it does?" shrugged the astronomer. "It is not as if the earth were a major planet."

Barbed Tongue

"It always appears to me that Dick Barton, by almost incredible stupidity, gets himself into predicaments from which only miracles can rescue him. I am not surprised that Mr. Herbert Morrison has a fellow-feeling for him."—*Oliwer Stanley, M.P.*

"Sir Stafford Cripps has a first-rate mind—until he makes it up."—*Lady Violet Bonham-Carter*.

"Early in the afternoon, 'Talkie' Williams, of Torquay, the House's principal menace to both interest and relevancy, threatened to have one of his days. So did Mr. McKie, of Galloway, who takes longer to say less than any other member."—*J. P. W. Mallalieu, M.P.*

Officials' Paradise?

"Every Argentine official became a gentleman by Act of Congress yesterday, when the revised penal code became law without President Peron's signature. It provides for a maximum of three years' imprisonment and a fine of five thousand pesos for the author of any statement threatening or insulting an official, or offending his or her dignity, directly, indirectly, orally, or in writing. The fact that the charge is true or based on public knowledge is no ground for exemption."—*Daily Telegraph*.

Dancing Lesson

"How is your chassé?" he asked. "Sir?" I replied. So that was their game!

My indignation was groundless. He referred, it seemed, to an elemental dance step.—*Cornelia Otis Skinner*.

Contemporary Criterion

A recently discharged soldier, who has established a shoe repair shop, was asked how he was getting along with his work.

"Couldn't be better," was the cheery reply. "Two weeks behind already."

FORTY YEARS AGO

From THE LOCAL GOVERNMENT OFFICER,
Forerunner of "L.G.S." : February, 1910

Meeting at the Town Hall, Birkenhead, on January 29, the National Executive of NALGO adopted revised rules and accepted proposals of the general purposes committee for the establishment of a Benevolent & Orphan Fund.

The revised rules provided for an annual subscription from members of 2s. 6d., plus an annual contribution from federated local associations or guilds ranging from 10s. 6d. for a membership not exceeding 50 to £8 15s. 4d. for a membership of 500, plus 3d. per head for each member in excess of 500. They also provided for the grouping of federated local associations or guilds (these later became branches) into 11 districts for propaganda and social purposes.

The proposal to establish a separate Benevolent & Orphan Fund "to afford assistance . . . to distressed, aged or infirm officers and ex-officers, who may have become distressed through no fault of their own" and to "distressed widows and orphans of any local government officers or ex-officers," was moved by Mr. (later Sir) Herbert Blain, tramways manager at West Ham, and seconded by Mr. Reay Nadin, town clerk of Sutton Coldfield. The subscription was 2s. 6d. a year—2½d. a month. The minimum subscription to-day is still only 3d. a month, though members have been asked to give at least 6d.

Since that day forty years ago when the Benevolent & Orphan Fund was launched, it has distributed no less than £400,000 to nearly 6,000 "distressed officers and ex-officers" and widows of officers and ex-officers, and given a boarding school education to 56 orphans.

Personal News

Derby City Council has granted the following increases of salaries: Miss Davis, lady sanitary inspector, from £80 to £90 per annum; Mr. H. E. Daykin, clerk in the inspector's department, from £115 to £120; Mr. G. Robinson, clerk in the inspector's department, from £52 to £57.

Mr. H. O. Hooper, draughtsman in the surveyor's department of the Torquay Corporation, has had his salary increased from £90 to £100.

Dr. W. B. Simpson has been reappointed medical officer of health for the borough and port sanitary authority for Grimsby, at salaries of £200 and £100 respectively.

Lady Gasworks Manager

Miss Ina G. Richmond, who has been appointed manager of the gasworks at Magherafelt, County Londonderry, is probably the first of her sex to hold such a position. Miss Richmond is the daughter of a gasworks manager, and was born in Lanarkshire.

Municipal Contracts

News of municipal contracts completed throws an interesting light on prices in 1910:

New Exmoor road from Brendon to Coupleham, 13 miles in extent—£3,577; Twenty horse sweeping machines for Edinburgh corporation—£600; Property at Boston, acquired as an office for Holland County Council—£450; Caretaker's house at Tipton—£230; New girls' school at Tonbridge—£1,800.

Advertiser's Announcement

"FURNITURE TOWN"—Streets of Furniture. Avenues of Bedsteads. Roads of Linoleum. Squares of Carpets. London's largest selection of second-hand furniture. Drawing-room suites, £3 15s.; Dining-room suites, £3 10s.; Bedroom-suites, £2 10s.; Bedsteads and Bedding, 25s.—W. Jelks & Sons, Holloway Road, N.

COMPETITION

A New Crest and Symbol for NALGO

NALGO's present crest, designed in the early days of the Association's history when it catered for the local government service only, is now out-of-date. We therefore offer three prizes of £3 3s., £2 2s., and £1 1s. for the best suggestions for a new crest, more aptly typifying the wider range of the Association's membership and activities to-day.

In addition to the crest, there is need for a simpler symbolic design, suitable for use on letter-heads, pamphlets, etc., which would be recognised as standing for the Association. This might be a design made up of the initials NALGO; it might depict, in pictorial form, the various public services—local government, health, electricity, gas, transport, and water supply—from which the Association draws its members; or it might symbolise public service as a whole.

We offer a further series of prizes of £3 3s., £2 2s., and £1 1s. for the best designs for such a symbol.

While finished drawings will be preferred, competitors unable to draw may submit ideas for either crest or symbol in verbal form. They will stand an equal chance of a prize, provided their ideas are set out sufficiently clearly to enable an artist to express them pictorially.

Copyright in prizewinning designs will vest in the Association. The editor's decision will be final.

Entries, marked on the envelope "Crest" or "Symbol," must reach the editor, "Local Government Service," 1, York Gate, Regent's Park, London, N.W.1, not later than March 6.

MY BOOKSHELF

By EDWARD KAY

Officers and Councillors.

A second edition of CHARLES BARRATT'S *Your Local Authority* (Pitman, 15s.) provides another opportunity to commend this eminently practical study. A general survey of local government powers and practice compressed into 200 pages might easily be superficial, but Mr. Barratt, who is town clerk of Coventry, reveals an understanding of council life as it really is and describes it in vivid and attractive terms.

All the essentials are there. His treatment of officer-councillor relationships illustrates his realistic approach at its best. In that relationship, says Mr. Barratt, lies the key to the success of local government administration. The old doctrine that councillors make policy and officers implement it is an oversimplification. Committees may intervene in administration as intimately as they like; but, equally, adept officers can, by suggestion and by letting the facts speak for themselves, sow seeds which will bear fruit as council policy. A wise authority will not concern itself with administrative details; a wise officer may do no more than present the material upon which a competent committee will build up its policy, often on lines foreseen by him but which it might have been improper or impolitic for him to advocate in terms. Yet sometimes policy suggestions are expected from the officer whose technical ability and appreciation of his council's attitude have won respect for his opinions. A great deal depends, Mr. Barratt concludes, on the manner in which the suggestion is put forward—that is part of the local government officer's training.

I would willingly cite more of this wise and balanced account of local government in action, but I hope I have said enough to send many readers to the book itself.

Twin Towns

A town planner will tell you that every job he tackles is unique; no two places are alike or present the same planning problems. This, though no doubt true in this field as in others, is not always obvious to the layman: to him, Canterbury and Worcester, Plymouth and Portsmouth, though differing in detail, hardly seem diverse essays in town planning.

The qualities of distinction in the new satellite towns is strongly insisted upon in two exceptionally interesting reports issued by the Development Corporations of Welwyn Garden City and Hatfield. These, prepared by LOUIS DE SOISSONS (Welwyn) and LEONEL BRETT (Hatfield),

discuss the outline plans for the creation of two such towns. Welwyn is already a planned town, and its special problem is to adapt what is suitable for a town of 18,500 to the needs of one twice that size. Hatfield shows two characters: it is an old town with a feudal basis and a modern centre of engineering and road transport. To harmonise all these features in twin towns—preserving essential economic activities and providing for the addition of others, meeting the needs of transport while protecting the inhabitants against the road menace, extending the built-up area without destroying amenities or injuring health—poses a series of problems to which the reports provide ingenious answers.

Social Services

Few can pierce the jungle of today's social services without a guide. The National Council of Social Service has now supplemented its useful handbook on the voluntary social services by one whose title I abbreviate to *Public Social Services* (cloth 7s. 6d., paper 5s.). It is the ninth edition of a publication which first appeared in 1917 and was last issued in 1939. The simplicity of its diction, its comprehensiveness, and its tidy shape, all help to explain what is obviously a continuing demand for the book. I tested its accuracy at many points and found only one flaw: the section headed "Divorce and Separation" deals only with the latter.

Advice on Training

As an enthusiastic advocate of post-entry training for local government officers, I picked out an article on training factory operatives in the National Institute of Industrial Psychology's monthly journal *Psychology at Work*, (2s.) to see whether it threw any light on our problems. It started me on some interesting lines of thought.

Trainers, the writer said, should be free of other responsibilities, and should not also be doing a normal job. I wonder: certainly they should be practical and not academic, but training can sometimes best be done by those who practise the subject they teach. Another thesis is that newcomers should not be thrown into the water to learn to swim; they should have their training first. Again, I wonder. In the public service, training and practical work are usually given concurrently.

Some of the writer's doctrines seem as applicable to clerical and administrative work as they are to manual work: for example, success in new tasks should be experienced early and repeatedly, on the

principle that success is encouraging; periods of practice should be short; monotony is to be avoided; and so on. I wish the National Institute of Industrial Psychology would examine our special problems, and give its advice on the most important means of raising the efficiency of the public service—and hence its prestige and remuneration.

Tuberculosis Report

For nearly fifty years, the National Association for the Prevention of Tuberculosis has been fighting its great humanitarian campaign. One of its most effective weapons is the literature it produces to inform the tuberculous and their advisers of the agencies at hand for their succour. The report of the transactions of the Second Commonwealth and Empire Health and Tuberculosis Conference held in London last summer now appears at 15s. It will be useful to workers in this field in search of fact, doctrine, or inspiration.

Mr. Bunting Again

ROBERT GREENWOOD, one of the few local government officer novelists, has brought out the third of his popular series about Mr. Bunting. *Mr. Bunting in the Promised Land* (Dent, 10s. 6d.) like its predecessors, makes pleasant reading.

Miscellany

Structural Economy for the Architect and Builder by GEORGE FAIRWEATHER (Architect and Building News, 21s.) is a technical work which "aims at making a critical analysis of traditional forms of construction." *Education for Family Life* by the late Mrs. EVA HUBBACK (British Social Hygiene Council, 1s.) is a sober, solid pamphlet intended for teachers. *Canterbury's Problem* (No price or publisher stated) explains the city council's town plan.



"I'm from the 'Daily Grouse.' Would you care to say something about the official snoopers who pester the housewife and the free citizens of this country?"

SERVICE CONDITIONS NEWS

National Executive Council

THE COMMITTEES of the National Executive Council met in London on January 6, 7, and 8. Matters discussed and decisions reached (subject in most cases to confirmation by the N.E.C.) included:

Service Conditions and Organisation

Effect of National Economy.—The committee deprecated the action of Croydon branch in circulating to other branches a suggestion that each should send a resolution from its annual meeting informing Headquarters that it would deprecate or resist any lessening of the service conditions of public officials unless and until other sections of the community were compelled to make equal sacrifices. The committee endorsed a letter sent to the Croydon branch by the chief organisation officer, pointing out that he was aware of no movement to attack the standards of public service officers or to discriminate against them; that any worsening of service conditions could come about only by agreement through the National Joint Councils; that the staff sides would resist any proposals to lower standards; and that the N.E.C. was as determined on this issue as were the Croydon members.

Waterworks Industry.—The committee recommended that a sub-committee, composed of G. R. ASHTON, E. A. S. YOUNG, the general secretary, and the chief organisation officer, should seek to discuss with representatives of the Institution of Water Engineers the desirability of appointing an advisory sub-committee to consider the status and service conditions of water employees.

Grading of Building Inspectors and Surveyors.—The committee considered a resolution from the Southern District Committee urging the inclusion of these officers as a specialist class for grading by the National Joint Council. It also had before it a report on the present gradings of building inspectors among local authorities of all types. This revealed a wide variation of gradings, ranging from Miscellaneous I to A.P.T. V and V (a) and a comparable variation in the duties and responsibilities of the post. In view of this position it was decided that it would not be in the best interests of building inspectors and surveyors generally to seek a standard grading for their posts.

Women's Committees.—The committee approved a new draft broadsheet on the

formation and functions of women's sub-committees in branches, and recommended its circulation to all branches, at the same time advising those branches which had not yet established women's sub-committees to do so.

Equal Pay—Election Campaign.—The committee approved the recommendation of its special sub-committee that a model questionnaire, designed to ascertain the attitude of candidates at the general election towards equal pay, should be sent to branches for circulation to candidates, and that branches should be urged to give the widest possible local publicity to the replies received and to recommend their members to raise the question orally at election meetings.

Equal Pay Pamphlet.—It was recommended that 10,000 copies of the approved pamphlet (summarised in the November "L.G.S.") be printed, copies circulated to all branches and to both staff and employers' sides of all national and provincial joint negotiating bodies with which NALGO is concerned, the remainder being used for general propaganda purposes.

Designation of District Staff.—It was reported that the title "Assistant District Officer" was proving a handicap to these officers. The Committee agreed that it would be in NALGO's interest to change the title, and recommended that, henceforth, the district officer should be designated district organisation officer, and the assistant district officer should be designated district officer.

Local Government Organising Officer.—For more than a year, NALGO has had specialist organising officers at Headquarters for gas, electricity, health, and transport staffs—but no comparable officer for those in the local government service, whose needs were looked after by the organisation department as a whole. Now, however, they, too, are to have a whole-time officer able to concentrate exclusively upon them, and the committee appointed J. C. HAMILTON, Yorkshire district officer, to the post. He will be transferring to Headquarters as soon as he can be replaced.

Law and Parliamentary

Amendments to National Health Service (Superannuation) Regulations.—The Committee considered proposals made by the Minister of Health that these regulations should be amended to provide:

1. That interest on returned contributions and on additional contributory payments should be calculated at yearly instead of half-yearly rests to save administrative work and cost;

2. That there should be no adjustment of widow's pension according to the difference in age between man and wife;
 3. That there should be no prohibition of payment of widow's pension where the wife is eligible for her own pension, or alternatively,
 4. That there should be a two-months' reduction of such part of the husband's lump sum retiring allowance as is calculated on his years of service up to the date when his wife becomes entitled to her own pension. (The regulations at present secure to him a full unabated lump sum which—the Minister suggests—is inequitable because up to the time when his wife becomes eligible for her own pension she has been covered by the widow's pension "insurance.")
- The committee objected to item 1 because it felt that the slight saving in administrative work and cost did not justify the change, but supported items 2 and 4.

Education

Charter Amendments.—Suggestions for the amendment of the educational provisions of the Charter were approved and will be considered jointly with the service conditions and organisation committee.

Correspondence Institute.—The committee authorised further extensions of the N.C.I. These are described in Education Notes on page 58.

London D.P.A.—The committee agreed that the deputation—consisting of its chairman, the general secretary, and the education officer—appointed at an earlier meeting to discuss with the vice-chancellor of London University the university's new regulations for the D.P.A., should seek an extension of tuition facilities in the London area, clarification and more liberal interpretation of the term "approved professional or technical qualification," the possession of which has been made a condition of entry for external students, and should raise several cases of hardship resulting from the adoption of the new regulations.

Promotion Examination.—It was agreed to recommend that the staff side of the N.J.C. should be asked that promotion examination certificates should show the subjects offered by the candidate.

Educational Interchange Council.—The committee recommended that NALGO should continue in membership of this body, which, among other benefits, would be able to help members to deal with any currency difficulties arising over exchange visits to Austria.

NALGO Examinations.—It was decided, with regret, to hold the last intermediate examination for the NALGO Certificate in May and the last final examination in December.

Scholarships Scheme.—The committee agreed to an extension of the scholarships scheme, details of which are given in Education Notes on page 58.

Public Relations

NALGO Propaganda Material.—The N.E.C. will be asked to approve publication of a "Welcome to NALGO" series of pamphlets addressed to new junior members in the various fields covered by the Association, and of a handbook on branch management.

Annual Report.—To give members a better opportunity of reading for themselves the record of the Association's activities in 1949, it will be recommended that an additional 6,000 copies of an abridged version of the annual report be published this year.

Research Panels.—Names of persons to be invited to sit on the panels which are to be set up to examine and report on problems of public interest about which the Association is qualified to speak, have been selected. Manchester University has agreed to co-operate with the Association in research on the possible future development of municipal services within existing powers.

Encouragement of the Study of Trade Unionism.—Branches wishing to encourage their members to make a closer study of the history, organisation, and methods of trade unions will be recommended to take advantage of the facilities offered by the Workers' Educational Association.

Branch and District P.R.O.s.—Sixty-five per cent. of all branches have now appointed public relations officers and only fifty-seven old-established branches with a membership of over one hundred have failed to do so. All save two of the twelve district committees have either a P.R.O. or a P.R. committee. These facts were reported in a survey of public relations activities.

National Meeting of Branch Magazine Editors.—A suggestion that a national meeting of branch magazine editors should be sponsored by the N.E.C. was rejected, on the grounds of expense. A meeting will, however, be held at the Eastbourne Conference.

Local Government

NATIONAL JOINT COUNCIL

MEETING in London on January 17, the National Joint Council for the local government service approved the following further proposals for the grading of special classes:

Youth Employment Officer.—Salary to be determined by reference to the duties and responsibilities attaching to the post, and, in particular, the school-leaving population (i.e. the number of boys and girls leaving schools

annually in the area for whom the officer is expected to provide vocational guidance and assistance in placement) as follows:

School leaving population	Grade
Under 600	A.P.T. II-III (£420-£495)
600-900	A.P.T. III-IV (£450-£525)
900-1,200	A.P.T. IV-V (£480-£570)
Over 1,200	A.P.T. V-Va (£520-£610)

Regard should also be paid, in determining the grading, to such other special factors as local circumstances and organisation may require. The grading of officers with additional responsibilities, and of assistants to youth employment officers, is left to the employing authorities, who should have regard to the duties and responsibilities of each post, and to the standard of grading set out above.

Finance Staffs.—two grades are recommended:

- Posts requiring the intermediate qualification of the I.M.T.A., I.C.A., or S.T.A.A.—A.P.T. III (£450-£495);
- Posts requiring the final examination of any of the above bodies—A.P.T. Va (£550-£610).

This decision is intended to be related to posts the duties of which are appropriate for performance by qualified accountants in the early stages of their professional careers. The grading of posts carrying more responsible duties is left to employing authorities.

The grading of graduate assistants is left to employing authorities, subject to their appointment on entry at A.P.T. I.

Transport Inspectors' Claim

Details of the new salaries agreement are given in Transport Notes on page 50.

Promotion Examination

It was agreed to extend to June 30, 1950, the period during which local authorities may promote from the General Division officers who have not passed the Promotion Examination or obtained another recognised qualification. Such promotions will not be regarded as substantive appointments and will be subject to periodic review.

New Staff Secretary

J. H. WARREN, general secretary of NALGO, was appointed staff side secretary on the resignation of H. CORSER. Sir HORACE WILSON was reappointed independent chairman of the council.

RECRUITING FOR CIVIL DEFENCE

SOME MEMBERS have asked for clarification of their position in regard to recruitment for civil defence duties. To assist them and others who may be in doubt, we publish below a factual statement of events arising from the introduction of the Civil Defence Bill.

Clause 5 (1) of the Bill declared that employees of local authorities employed primarily for purposes other than civil defence were, as such, under a duty to comply with requirements as to training for and taking part in any form of civil defence for the time being recognised

by the designated Minister as appropriate to be undertaken by those employees. When the Bill was published, NALGO wrote to the Home Secretary saying that, in the absence of any explanation, it was not appreciated why a body of employees whose contracts of service were not with the Crown should be singled out for exceptional obligations which, it appeared, would amount to conscription, particularly when the loyalty of local government officers had been attested by all that they did in and for civil defence during the war.

Later, a NALGO deputation met the Home Secretary, who explained that the principle behind the clause was that certain civil defence duties—such as rescue work, demolition, and repair of highways—must be done by local authorities' staffs or they would not be done at all. The Government's view was that it was desirable that, in preparation for this type of civil defence, teams should have their training together. The Government could not contemplate any local government officer, whose participation in civil defence work was essential, being allowed to say that he would not undertake the necessary training.

The deputation reiterated the Association's view that the clause amounted to conscription and would cause resentment among local government staffs. It urged that a system of voluntary recruitment should be adopted in the first instance, and stressed that the Government could rely upon the loyal co-operation of local government officers.

Discussions then took place with officials, as a result of which the clause was amended so that the duty imposed upon local government officers was to undertake training related to such extension of their normal duties as might be necessary in war-time. In moving this amendment, the Under-Secretary of State said that first of all regulations would be made under clause 2, indicating the nature of the civil defence duties which local authorities would have to undertake. Subsequently, local authorities would be advised to invite the co-operation of the appropriate classes of their employees in training for and carrying out those functions. The response to that invitation would determine whether there was any need to make regulations under clause 5 which would impose compulsion to undertake training. He emphasised that there was no intention to use compulsion unless it should become necessary.

Any local government officer who desires to enrol for civil defence duties, therefore, should first ascertain whether the local authority by which he is employed will require his services to discharge civil defence functions arising out of his normal duties.

Health Service

by G. W. PHILLIPS

National Consultative Committee

THE SECOND meeting of the National Consultative Committee is to be held at Headquarters on February 18; district consultative committees have been invited to submit items for discussion, and to nominate representatives of hospital and

domiciliary nurses, executive council staff, and grades covered by Professional and Technical "A" Council, for co-option to the committee.

General Council

The following matters were discussed at a meeting of the staff side of the Health Service General Council on December 16:

Scottish Advisory Machinery—It was agreed to set up a committee of two persons from each functional council to make recommendations on the implementation of the agreement for the establishment of a Scottish advisory committee.

Service Conditions—Proposals in respect of post-entry training, subsistence allowances, special leave, and jury leave were approved for submission to the management side.

Maternity Leave—the secretary reported that the general purposes committee had agreed on the scheme for maternity leave (G.C.(S) 70), but the management side would not agree that unmarried women should be treated in the same way as married women. It was resolved to record the staff side's regret at this decision.

Administrative and Clerical Staffs Council

The staff side met on December 6. Further consideration was given to the salaries and conditions of service of officers of post-graduate teaching hospitals, secretaries and assistant secretaries of regional hospital boards, finance and supplies officers of hospital management committees, senior officers of executive councils other than clerks and deputy clerks, and A.P.T. grades.

Proposals in respect of the salaries of secretaries and treasurers of Scottish undergraduate teaching hospitals were approved for submission to the management side.

Negotiations on "pointing" as affecting salaries of management committee officers, overtime payments and subsistence allowances to clerical staff of the blood transfusion service, and the assessment of emoluments for salary purposes, were reviewed.

It was decided to refer the grading of storekeepers in hospitals to the staff side committee dealing with clerical grades.

The full council, meeting on the same day, considered salaries of secretaries and assistant secretaries of regional hospital boards, senior officers of post-graduate teaching hospitals, senior officers (other than secretaries) of hospital management committees, registrars and deputy registrars of executive councils, and officers of mass radiography units, and the application of scales for clerical grades in Scotland uniform with those in England.

Progress was reported in negotiations on the interpretation of the "pointing" system.

The council approved the agreement reached by the executive council officers'

salaries committee in respect of salaries for finance and deputy finance officers. The new scales are:

Population (100,000s)	Finance Officer	Deputy
3-5	A.P.T. Va & VI	—
5-10	A.P.T. VI & VII	A.P.T. IV
10-20	£675 × 25—£800	A.P.T. Va
20-30	£750 × 25—£900	A.P.T. VI
30 plus	£800 × 25—£950	A.P.T. VII

Nurses and Midwives' Council

At a meeting of the staff side on December 12, it was reported that agreement had been reached on salaries for fever and V.D. nurses to the level of ward sisters. Details are to be circulated. It is hoped that an early agreement will be reached on salaries of T.B. nurses (also to ward sister).

The midwifery service allowance is under discussion, and staff proposals for domiciliary midwives have been submitted. No reply has yet been received from the management side.

Nor has any reply been received to the proposals for public health nurses submitted on July 19, 1949, and the staff side has protested at the delay and asked for an early meeting of the council.

Circulars

Copies of the following circulars have been sent to branches:

General Council

G.C. 8—Absence from duty after contact with a case of notifiable disease;

G.C. 9—Annual leave entitlement.

Administrative and Clerical Staffs

A.C. 9—Temporary clerical grades. This applies to clerical staff performing temporary clerical work and is effective from October 1, 1949. The scale is identical with the General Division of the local government Charter, except that the maximum is the Charter salary for age 25. Any officer appointed on this scale must, after nine months' service, be transferred to the General Division scale, even though the post is still regarded as temporary. London "weighting" is payable at the usual rate.

The council has abandoned the arrangement under which General Division officers employed by executive councils and the Joint Pricing Committee in England, and all General Division officers in Scotland, aged over 25, must start at the age 25 salary. From October 1, 1949, every General Division officer must be paid not less than the rate appropriate to his age.

Professional and Technical "B" Council

P.T.B. 2—detailing the agreement affecting dental technicians summarised last month. The new scales are operative from May 1, 1949, the annual leave provisions from the beginning of the current leave year, and the conditions of service from Sept. 29, 1949. The agreement provides for a 39-hour week, exclusive of luncheon interval, and for annual leave at the rate of 12 working days (Saturday counting as a full day) for apprentices up to 21; 15 days for apprentices over 21; 18 days for dental technicians, and senior technicians and 21 days for senior technicians in charge (or surgical) and chief technicians.

Pharmaceutical Council

P.H. 1—detailing an agreement reached after an award by the Industrial Court. Specimen salaries are:

Pharmacist—£425 × £25—£525.
Senior Pharmacist—£475 × £25—£575.
Deputy Chief Pharmacist—£525 × £25—£625.
Chief Pharmacist—four scales, ranging from £525—£825.

Branches have also been sent copies of a Ministry of Health memorandum explaining the principles upon which the Minister will calculate injury allowances under Regulation 7 of the National Health Service Superannuation Regulations.

Haden Corser

The following appointments have been made to fill the vacancies created by the retirement of HADEN CORSER:

Nurses and Midwives' Council—J. E. N. DAVIS, Chief Organisation Officer.
Professional and Technical Staffs "A" Council—Dr. S. J. FIRTH.
Professional and Technical Staffs "B" Council—J. ROBERTSON.

Electricity Service

HOPE OF EARLY START ON FINAL NEGOTIATIONS

by L. G. MOSER

WHEN THE National Joint Council met on January 17, the staff side expressed intense disappointment because the board's proposals for the final agreement were not yet ready. As a result, they are now expected early this month and negotiations should start at the middle of the month. The Council has been set a stiff task if it is to reach agreement before April 1, 1950. Nevertheless, NALGO intends to take every possible step to enable the final scales to be published by the "target date" and to ensure that negotiations in respect of other outstanding conditions of service follow soon after.

The question of expenses of employees compulsorily transferred to different districts has been discussed, through the co-ordinating committee, between the N.J.C. and the National Joint Board for Technical Staffs, and the following has been approved by the N.J.C.

1. Electricity boards shall meet reasonable additional expenses incurred by employees compulsorily transferred up to a limit of six months;
2. An extension of this period shall be considered by electricity boards in justifiable cases; and
3. No allowance shall be made for additional time spent in travelling.

The expenses referred to are the additional costs of travelling and, where appropriate, of obtaining meals.

The weakness of this agreement is, of course, that its effectiveness depends upon the manner in which it is applied by the boards. On a question of this sort, however, this is difficult to avoid—particularly with the present housing situation. No one would expect the boards to pay additional expenses indefinitely, yet it is

impossible to lay down any period during which a transferred employee might reasonably be expected to be able to move closer to his new office.

The staff side was assured that the Board's intentions were that no one should suffer hardship on account of increased expenses made necessary through no fault of his own, and it will be up to NALGO to watch the implementation of the provisions, and to take any necessary action to protect members.

Whilst it has been agreed that no allowance should be made for additional time spent in travelling, it is recognised that some transfers, particularly in more rural areas with poor transport, do involve long and tedious journeys. No one can be expected to do justice to his day's work in these circumstances, and the co-operation of the boards should be sought to alleviate the conditions. This has, indeed, already been done in some areas by, for example, arranging special transport, or rearranging office hours.

Unfortunately, some transfers are unavoidable as a result of re-organisation due to nationalisation. Both sides must be prepared to face the difficulties involved, and if this is done in a spirit of reasonableness and co-operation there is no reason why they should not be largely overcome without hardship to anyone.

Transport Service

£15 PAY INCREASE FOR INSPECTORS

by JOHN LANCASTER

AN INCREASE of £15 per annum for traffic and ticket inspectors and traffic timekeepers in the passenger transport service who have twelve months' service was agreed by the National Joint Council for local government staffs on January 17.

This ratified the decisions reached by the council's transport advisory committee on December 19, 1949, which were:

(1) That the salary scales for inspectorate grades be amended to read:—

Grade I £315 x £15 to £375

Grade II (a) £390 x £15 to £405

Grade II (b) £420 x £15 to £435.

(2) That the operative date for the revised scales be October 1, 1949.

(3) That all increments be payable on the anniversary of the officer's date of appointment.

(4) That all officers, who at October 1, 1949, had completed twelve months' service as inspectors shall receive an increment of £15 on the first pay period after September 30, 1949.

This means that it is possible for an officer to receive two increases of £15 each within a very short time. For example, an inspector with twelve months' completed service on October 1, 1949, will receive a £15 increase in accordance with the revised scales, and if his incremental date falls, say, on February 10, 1950, he will, in addition, receive the increment to which he is entitled.

The transport advisory committee also decided that officers now graded in the A.P.T. division who are not doing administrative duties shall come within an extended salary scheme yet to be devised. Officers who are undertaking administrative duties will remain in the A.P.T. division.

Company Staffs

An agreement has been signed with the Scottish Group of Companies, comprising Scottish Motor Omnibuses, Ltd., W. Alexander & Sons, Ltd., the Western S.M.T. Co., Ltd., the Central S.M.T. Co., Ltd., and subsidiary companies, covering the salaries and service conditions of their clerical and administrative staffs. The agreement is operative from the first complete pay week in 1950.

It is expected that agreement will shortly be reached in the negotiations on salaries and service conditions of the clerical staff of Wilts and Dorset Motor Services, Ltd. Similar negotiations with many other managements will begin quite soon.

Docks and Inland Waterways

Discussions with the Docks and Inland Waterways Executive, in accordance with section 95 of the Transport Act 1947, on the establishment of negotiating machinery for canals staffs are progressing well and agreement is not far off.

Members' appeals against their grading under the interim agreement have been discussed with the appropriate authority, and results will be notified to branches as soon as they are available.

Forthcoming Meetings

The National Consultative Committee for the transport industry will meet at York Gate on Saturday, February 11, 1950.

The quarterly meeting of the National Association of Passenger Transport Inspectors will be held in Sheffield on Tuesday, February 7, 1950, when delegates will be received by the Lord Mayor and Lady Mayoress, Alderman Mrs. Grace Tebbutt, J.P., and Mrs. Olive Bartoa.

Gas Service

NATIONAL SCALES BEFORE FIRST N.J.C. MEETING

by L. A. GARRATT

THE FIRST meeting of the new National Joint Council for Gas Staffs was due to be held at Gas Industry House on January 24—after this journal had gone to press—and it is therefore impossible to report it. It was expected, however, that the council would adopt the constitutions of the national and area joint councils, which, as I reported last month, have been approved by the staff side, and appoint its chairman and vice-chairman—one from the Gas Council members and the other from the staff side—and its joint secretaries. The latter, it was thought, would be C. M. PLOWMAN for the employers' side, and J. E. N. DAVIS,

NALGO's chief organisation officer, for the staff side.

Other matters on the council's agenda included the employers' offer of national salary scales and sick pay scheme, with the staff side's amendments. It was thought likely that these, and annual leave arrangements, would be referred to a joint sub-committee for detailed examination and negotiation.

Area Joint Councils

The staff side of the National Joint Council has agreed to allocate seats on the staff sides of the area joint councils as follows:

Area	B.G.S.A	NALGO	N.U.G.M.W.
Northern*	6	4	1
N. West*	3	7	1
N. East*	4	5	2
E. Midlands	2	7	3
W. Midlands	2	9	1
Wales*	5	5	1
Eastern	9	2	1
N. Thames*	7	1	3
S. East	8	3	1
Southern*	7	3	1
S. West	5	6	1
Scottish	4	6	2

* In addition, the combined unions—T. & G.W.U., A.S.S.E.T., G.E.N.G., A.Sc.W., C. & A.W.U., and A.E.S.D.—share one seat between them on the Northern, N. West, N. East, and Southern area councils; C. & A.W.U. has one seat on the Welsh council; and A.S.S.E.T. has one seat on the N. Thames council.

Step to Better Standards

Inaugural meetings of area councils will soon be convened, and most of NALGO's district gas consultative committees have already appointed representatives on the staff sides in accordance with the allocations quoted above. A survey of these figures shows that NALGO has a majority membership in five areas and an equal number of seats with B.G.S.A. in another.

By the time these notes are read, the area councils will be more or less established, and once again providing proper channels for negotiating terms and conditions of service. It has been inevitable, during the period since vesting date, that certain gas boards have made decisions concerning their staffs which would normally have been dealt with through this area machinery. It is now expected that difficulties which have arisen in this respect will disappear. Both the employers and the staffs realise the need for joint machinery, and it is unfortunate that so long a period has elapsed in settling details. I feel, however, that now the constitutions have been agreed, a good job of work has been done, and I trust that both sides will use the machine in the true spirit of Whitleyism and, by evolving reasonable standards and conditions for the staffs, help to ensure a thoroughly efficient industry.

Readers' Forum

SERVICE DISCONTENT A Problem of Morale

The stalemate created by the freezing of salary negotiations and the apparently un-Whitley attitude of the employers' side of the National Joint Council is having a disastrous effect on the local government service. As a result, the most urgent problem facing the staff side is morale.

There was a time when employers had no need to concern themselves with human problems. Such days are—or should be—past. In industry, as a general rule, every attempt is now made to ascertain the causes of employee discontent and, where disagreement arises, to find a speedy solution.

Not so the local government service, where, despite valiant efforts on the part of NALGO's public relations stalwarts, the individual officer's will to work is rapidly being destroyed by vicious public criticism, an extraordinary lack of confidence on the part of many councillors and, above all, by the tremendous amount of work which he knows will be of no value, ranging from the preparation of untimely and almost certainly crackpot schemes to introducing expensive safeguards to cover some miserable loophole which has attracted the attention of a district auditor.

The deterrents I have mentioned, coupled with the dilution of standards which is resulting from a fairly widespread evasion of the Charter provisions relating to the educational requirements of new entrants, and the tendency of many

departmental heads to pass the can to their committees for the smallest decisions, are sapping what little initiative, interest, and satisfaction in work might have remained in the make-up of the L.G.O. To cap it all, up pop the health, electricity, and gas services, to take the cream off the bottle by offering the professional element salaries more appropriate to the present-day demand for their abilities.

If the general state of discontent and unrest has been concealed from our employers, or has been represented as being due to other causes, then it is time for a thorough examination of the problem. In 1939, one was conscious of a real desire on the part of the vast majority to give 100 per cent. service. Can it be seriously suggested that this is the case to-day?

To find a remedy will not be easy, for the position has almost reached danger point, but the officer (or the Association) can start the ball rolling. Our employers must try to regain our goodwill by a universal change of front at all levels of negotiation. This also involves chief officers who, though innocent of many of the wild charges which have been levelled against them during the past four years, have not always been helpful in the establishment and smooth functioning of local joint committees.

These are opinions moulded by contact with officers up and down my particular district and by discussions over the odd pint at Southport and Bournemouth. Do they represent more than one member's feelings?

J. H. PIPER

Bognor Regis Branch.

WAGE RESTRAINT POLICY "No Reason for Complacency"

Members of my branch were perturbed by the leading article in the December "L.G.S." and it was discussed by the executive committee at its last meeting. The committee considered that, while the present economic situation must preclude any immediate general increases in salaries, it should not be forgotten that there were causes for dissatisfaction with the present salary structure (especially in London) and that there was no reason for the complacent view expressed, that

provides, on the whole, a reasonable standard in present conditions."

Moreover, it was felt that the primary duty of a trade union was to protect its members' interests, and not to find good reasons for the reverse, as you have done in the paragraph headed "That National Cake." The arguments presented would, if true, be applicable at any time and not only today. The employing authorities will be only too pleased if you continue to aid their present policy in such manner, and will be quick to exploit any dissension in our ranks.

It is appreciated that the views given were your own, but where your views are at variance with the policy laid down by Conference, we suggest that they should be expressed elsewhere and not in the official journal of the Association.

W. A. PARTNER
Honorary Secretary.

Town Hall,
Greenwich, S.E.10.

The views expressed were not "at variance with the policy laid down by Conference" but were in precise accordance with that policy. We are far from being complacent—but we are trying to face the facts of the situation today, however unpleasant they may be.

GENERAL DIVISION'S PLIGHT "Less Than Labourer's Pay"

The notorious White Paper may be a "brick wall" for NALGO, but it does not appear to be so substantial an obstacle for other negotiating bodies which have secured increases for their members since 1948—for example, the police force and the electricity industry.

How long is NALGO going to be content to let a large proportion of its members remain on salaries which are less than can be obtained by indoor labourers? For example, a labourer in the electricity supply industry has £5 5s. 5d. a week from 21, while on the General Division and the electricity Interim General Clerical scales one has to be aged 25 to earn more than that. Between the ages of 21 and 25, a labourer earns £1,092, whilst, in the same period, we earn only £982! Whilst we are paid much less than those aged 32 and over, how often do we perform precisely the same job? In my experience, every time.

Is NALGO endeavouring to improve the position, or is it content to breed a bevy of bachelors within its ranks?

I hope, also, that NALGO will support the plea for a promotion examination in the electricity supply industry. There are too many of the "blue-eyed brigade" advancing to the tune of "It's not what you know, but who you know."

"FALOOSE."

HARDER WORK Problem of Vacancies

You call on local government officers to work harder for less real wages and suggest that the service should aid



"First they have rats in the refuse, then beetles in the beams—and now this . . ."

productivity by slowing down recruiting.

My branch is striving to secure justice for its members who are forced to bear increasingly heavy burdens as a result of the non-filling of a growing number of vacancies, which now amount to 10-15 per cent. of the 1946 establishment. In one department, the unfilled posts amount to 30 per cent. of the whole.

Whilst the branch, with H.Q. support, is struggling to get these vacancies filled, you come to the assistance of an obdurate employing authority.

Come off it, Mr. Editor! NALGO, like other trade unions, exists to defend and improve the rewards and conditions of its members. The more vigorously it does so, the more will it earn and keep the respect and enthusiasm of its members.

HARRY LISTER

31, Fashion Street,
Stepney, E.1.

We suggested that officers in the public services could best help to increase production and thus to get Britain out of her economic plight by working as hard and efficiently as they could. That is very far from supporting "an obdurate authority" or suggesting that essential posts should not be filled.

TIME FOR EDUCATION A Prerequisite of Efficiency

In a Welfare State, it is important that public administration should be carried out with maximum efficiency and human understanding. Therefore, senior officials must be well educated, technically qualified, and sympathetic. Unfortunately, few people to-day fulfil all these requirements—a position which should, in the public interest, be rectified.

For the younger generation, the scope and availability of education has been extended at all levels, and this should bear fruit in later years. But what of present employees? There seems to be no vigorous drive to give them facilities for improving their education. They can do so in their own time, of course, but the strain of spare-time study is terrific, and the time spent on the course—which is no more than cramming and of doubtful benefit—is unduly long.



"Is the Engineer in?"

The principle of time off for approved study has been discussed in Birmingham, and a scheme will shortly be submitted to the city council. I hope that other authorities, both central and local, will be similarly far-sighted and recognise—as does private enterprise—that this would be a wise investment.

Perhaps the most deplorable aspect of the problem is that of salaries. These have already diminished, relative to the standard of living, and there is every prospect that they will continue to do so. As loyal citizens, we are prepared to make reasonable sacrifice, and NALGO, understanding this, is right, in one sense, to abide by the Government's policy of freezing wages. But NALGO should say to the Government: "Do you want the highest standard of administration for our Welfare State? If so, you must pay a fair price, otherwise the standard will continue to decline until chaos is reached."

R. R. KITELEY

697, Walsall Road,
Great Barr, Birmingham, 22A.

APATHY IN NALGO Too Much "Safety First"?

In my opinion, the apathy to which AUSTIN HUGHES referred in the December journal and which, I fear, does exist in NALGO to-day, is mainly due to the lack of interest—if not abhorrence—felt towards it by technical staffs, who consider that they are handicapped by association with their clerical colleagues.

My experience with a county council and three boroughs is that there is plenty of opportunity for advancement and adequate remuneration providing one takes the trouble to qualify and is not content to stay in one position too long.

It seems to me that the Association harps too much on the fact that members in the lower grades do not get a living wage, although aged over 30. The fact that "faithful old Joe" has sat in front of the same ledger for 20 years does not, of itself, entitle him to higher pay.

NALGO tends to be run by people of this type, for it is usually those who have followed an unblemished career in the same place for many years and are thus well known to the office who are elected local representatives. Since this type is unlikely to leave his nest, he must at all costs be sure never to foul it.

It is this cautious, safety-first attitude which is depriving NALGO of that fire and punch necessary for life to-day, and ruining it for free-thinking people.

J. R. WILLIAMS

23, Watergate Street,
Chester.

ECONOMY CUTS "Should be Prepared"

Your footnote to the letter from Leslie Moir in the January journal makes me wonder whether you had properly read the letter or whether you were deliberately trying to mislead readers to create the



"Please, madam, no fish in the dustbin!"

impression that everything in the NALGO garden was lovely.

Nowhere did Mr. Moir say that there had already been a move to reduce present standards or to discriminate against public officials—although he might have drawn attention to several indications of which you appear to be blissfully unaware. He did, however, realise that the seriousness of the country's economic position might encourage the Government or our employers towards such a course, as a lead to the rest of the country, and as did occur in 1931. He, therefore, asked branches to urge Headquarters and the N.E.C. to do that which they are so often reluctant to do—to prepare against such an eventuality.

Bitter memories of four shillings a year and many other equally disappointing failures are sufficient evidence of unpreparedness.

I should have thought that evidence from branches of their will to resist discriminatory pressures, should they arise, would have been welcomed by the N.E.C. The fact that it is so obviously resented leads me to conclude that the action suggested by Mr. Moir is doubly necessary.

F. S. J. PENNY
Hon. Secretary.

Croydon and West Kent
Sub Area Electricity Branch.

The implication of Mr. Moir's letter, as we read it, was that Croydon branch expected economy cuts—and he even went so far as to suggest that its members would "accept some deterioration in conditions of service" provided equal sacrifice were asked of all. We thought it right to reassure members that we knew of no grounds for such fears, and that it was unnecessary to urge the N.E.C. to prepare to resist dangers against which it was already well armed. The failure to secure full satisfaction for the consolidation claim was not the result of any "unpreparedness."

EQUAL PAY FILM Call for Local Support

Come off the fence N.E.C.!

Two annual Conferences have passed motions in favour of an equal pay campaign. Not only is there no sign of

any national leadership for such a campaign, but the N.E.C. has now rejected (by a majority) a proposal from its own equal pay advisory sub-committee that a contribution be made towards the cost of a film on equal pay.

Did the N.E.C. consult its public relations department, which for years has been telling us about the importance of films for making the public local government conscious? Apart from thousands of film societies which would be glad to show any film directed by Jill Craigie, an equal pay campaign should obviously include the job of making sure that commercial circuits handled the film. Also, if the N.E.C. had ever seriously considered running an equal pay campaign (which it has not), it would know the difficulty of getting suitable films for propaganda meetings on this subject.

The Scottish district committee is contributing £5 5s. towards the equal pay film, and Glasgow branch members have given out of their own pockets over £20, in response to collecting sheets sent round the various offices.

I hope other districts and branches will realise that, even if the N.E.C. persistently refuses to carry out Conference decisions on equal pay, we can take action ourselves at local level. The chance of this film is the best thing that has happened to the equal pay movement for years, and all of us who believe in the rate for the job must support it.

MARGARET HAMILTON
Transport Offices, 46, Bath Street,
Glasgow, C.2.

It was partly on the advice of the public relations department that the N.E.C. reached its decision. That advice was that, since the present attitude of cinema exhibitors towards serious films offered little prospect of the proposed film getting a commercial showing, its exhibition would in practice be largely restricted to private audiences composed mainly of the converted. It is easy to say that an equal pay campaign "should make sure that commercial circuits handled the film"—but to achieve that would mean succeeding where all the cinema critics and reformers had tried for years and failed. The N.E.C. supports equal pay. It did not support the proposed film because it did not consider the project a practical way of attaining it to-day.

BETTER ANNUAL LEAVE Winter Holidays a Solution?

The failure of the Whitley machinery to secure any improvement in annual leave is disappointing. The request did not clash with the Government's wage policy. Our holidays are pitifully inadequate in comparison with those of the civil service and the decision inclines one to question the value of joint negotiating machinery in which one side can stop all progress simply by repeating "No."

The only shred of reason on the employers' side was that longer holidays might sometimes mean the taking on of

extra staff. Could not this argument be developed by making the extra days of leave, or a proportion of them, *winter leave*? If it were made obligatory for the extra leave to be spread over the months outside the summer season, then no extra staff would be necessary.

I would rather have extra leave than extra pay, which is automatically swallowed up in higher prices, and I hope that NALGO will pursue this objective with every means in its power.

P. W. RUSH
Weights and Measures Office,
East Ham, E.6.

PROVINCIAL "WEIGHTING" "Ludicrous Position"

At the Birmingham branch A.G.M., members were told that the management committee had sent to NALGO Headquarters a recent resolution recording dissatisfaction that apparently nothing had been done about provincial "weighting," and urging the N.E.C. to instruct the staff side of the National Joint Council to negotiate "an appropriate percentage of London 'weighting' to be paid to local government officers and transferred officers in the larger provincial towns where a similar differentiation applies in the civil service."

These instructions are similar to those given to the staff representatives by the N.E.C. in 1947, after a Birmingham motion had been referred to it by the 1947 Conference.

What has been done since then? The National Council has increased the London "weighting" allowance to £30 for all divisions, and applied it to all officers whose principal place of business is in Middlesex, Essex, Hertfordshire, Kent, and Surrey, as well as in London.

Is it not ludicrous that officers working in small urban and rural districts such as Chigwell, Bushey, Elstree, Orpington, and Esher, get this London "weighting," while nothing is done about officers in large cities like Glasgow, Birmingham, Manchester, Liverpool, and Sheffield?

No doubt these towns and other large ones will follow Birmingham's lead and pass resolutions urging the N.E.C. to "get on with it."

ERNEST R. SHUTER
11, Ashfield Avenue, King's Heath,
Birmingham, 14.

SANITARY INSPECTORS' PAY N.J.C. Award Puzzle

The award of the National Joint Council on the grading of sanitary inspectors prescribes (a) that those holding the statutory qualification only are to be graded A.P.T. I to III; (b) that those with responsibilities for the inspection of meat and other foods and holding the statutory qualification plus the Certificate of Meat and Other Foods are to be graded in A.P.T. II to IV, and (c) that inspectors with "special responsibilities other than those in (b), for which they

have special qualifications" are to be graded by their employing authorities.

The Sanitary Officers (Outside London) Regulations (S.R.O. No. 1110, 1935) require that a sanitary inspector shall be qualified as therein laid down, and prescribe a list of duties, some of which appear to be implied in the contract of service. One requires the sanitary inspector to visit places used for the preparation or sale of food and examine any article of food therein. If the award is to be read in conjunction with this, then section (b) of the award applies to inspectors other than "specialist meat inspectors who work in an abattoir."

What is the meaning of section (c) of the award? What are the "special responsibilities" referred to? Do the words "other than" imply something different from (b) or additional to it? And what are "the necessary qualifications"? So far as I know the only necessary qualification is the statutory qualification. Can "special responsibilities" be interpreted as meaning something warranting higher grading than (b)? If that is so, the grading for officers coming under (c) must be A.P.T. V or higher.

Whilst some deputy sanitary inspectors are in Grade VI or higher, others are in Grade V or lower. It is clearly established that chiefs and deputy chiefs are not covered by the award. It is of interest that, last March, a Metropolitan Borough offered Grade V plus London "weighting" to qualified sanitary inspectors after 11 years' experience, or after 7 years' if they held additional qualifications.

In conclusion, is it left entirely to the employing authorities to interpret and implement section (c)?

A. E. TROUNSON
Exeter Branch.

It was left to employing authorities to interpret and implement (c), subject to the officer's right of appeal under para. 39 of the Charter. It was expected that the grading of deputy sanitary inspectors would vary, since the size and character of areas vary.

THE CLERK IN ECLIPSE "A Social Revolution"

Twice within 48 hours I have heard programmes on the B.B.C. in which the



"And just who is going to stop me using jargon, I said."

clerical profession has suffered in comparison with other bodies of workers. In "Focus on the Pay Packet" the office worker was represented by a snivelling individual whining for more pay, with no argument to support his request, while other sections of workers were represented by intelligent, solid, praiseworthy types. In "Now's Your Chance," a schoolmaster said that a social revolution had taken place and that industrial workers and people who used their hands were now paid more than "hack" clerks—a change with which he agreed.

Perhaps the B.B.C. also agrees. I do not. If the principle that manual workers should earn more than clerical workers becomes established, then only "dim-wits" will join the clerical profession. If the responsibility of co-ordination and similar "hack" duties were given to a host of dim-wits, then production costs would leap and even the elite industrial workers would find it difficult to get a reasonable standard of living.

NALGO should join with similar clerical unions in a national campaign to impress on employers and the Government the dangers of this "social revolution."

Barnet District Gas and Water Co. Branch. A. M. SMITH
Chairman.

BRANCH MAGAZINES

Editorial Independence Essential

As a branch editor suffering under the hand of censorship, I welcomed Mr. Knowles's article in the January "L.G.S." and, in particular, his reference to the need for editorial independence.

An editor is, or should be, elected by the members, and be responsible for seeing that the members' right to express their ideas and opinions is preserved.

"Vetting," by an individual or a committee, inevitably creates a wet-blanket atmosphere. It is always a question of taking something out, never of making a positive suggestion for contributions or improvements. People with "vetting" minds have no idea of journalism, editing, or the need for freedom of opinion.

In my branch, material for publication has been sorted into two piles by the chairman of the vetting committee. One pile contained mainly social news and sport, the other trade union news, articles, correspondence, and competitions, etc. Then special attention was directed to the second pile in a disapproving tone, with the implication that it must be looked at carefully. Yet the magazine was awarded top marks for originality in the national competition! One "vetter" deplored the critical tendency that has crept into the journal since I was appointed editor—yet the magazine was ranked 22nd out of 30 under the heading "independence of view"! Objections are even made about pen portraits of leading branch members, some people even wanting to dictate what others shall say about them.

AN EDITOR

FOOD SALES REFORM

Inspector's Part

In his review, in the November journal, of the Ministry of Food report on the Advertising, Labelling and Composition of Food, EDWARD KAY failed to make it clear—as the report itself does—that the enforcement of the regulations and orders which, in four years, have laid the foundations for a complete reform in the advertising, labelling, and composition of food, has been left entirely to food and drugs authorities, upon whose weights and measures inspectors and sanitary inspectors, appointed as sampling officers under the Food and Drugs Act, this vital part of the work has fallen.

That the work has been carried out in the best traditions of the local government service may be judged from the Minister's tribute in the report to the "sympathetic approach" of the local food and drugs authorities "which has enabled an important development in food legislation to be carried through with a minimum of enforcement action."

G. E. COTTEE
District Inspector.

Hendford Manor,
Yeovil, Somerset.

HEALTH SERVICE PAY

Position of A.P.T. Grades

In the December "Health Service Notes" appears the extraordinary statement that "staff proposals for the A.P.T. grades would have to await better times before they could be considered." I thought that these grades were under consideration months ago!

Certain other grades apparently do not have to await better times for improvements. Hospital management committee secretaries and other administrative "top men" have had their claims settled, and I know of medical officers who have recently been awarded substantial increases—in two cases salaries have been doubled—with effect from July 5, 1948.

Apparently, then, it is only the unfortunates in the lower salary scales who must survive until the uncertain advent of "better times," and who will, presumably, have to bear their share of any economy cuts which may come along.

"GOOD TIME CHARLIE"

The General, Clerical, Higher Clerical, and A.P.T. scales in the National Health Service are those of the English and Scottish local government Charters, which were negotiated through Joint Councils or fixed by the National Arbitration Tribunal. But the salaries of designated officers of H.M.C.s were fixed, without joint negotiation, by the Ministry of Health and the Scottish Health Department. The staff side considered them so unsatisfactory that it demanded their review before it was possible to secure improvements in the other scales. Although it would be foolish to expect all-round increases to-day, this does not rule out the improvement of unsatisfactory gradings through the interim appeals machinery.

PROMOTION EXAMINATION

Is It Now Compulsory?

Now that December 31, 1949, has come and gone, I presume that promotion from the General Division is open only to those who have passed the Promotion Examination or obtained a professional qualification. Will you please say whether all local authorities are bound to observe this requirement, or is it merely a handy weapon for cutting out any G.D. clerks whose faces do not fit? This is not a personal issue—I am out of the Slough of Despond.

R. E. FELL

Belmont Bridge, Skipton.

As is reported on page 48, the exemption has been extended to June 30.

A Bouquet for "L.G.S."

I have just seen the January "L.G.S." May I congratulate you, not only for the "Service Conditions News," but particularly for the bright and attractive cover? The latter is indeed a pleasant change from the many serious moods of the past. This issue of the journal is one that will be read.

E. MICHAEL PRICE

Warwick & District Branch,
Pageant House, Warwick.

We thank Mr. Price and several other members who have written in similar strain—and we hope that they will appreciate the further improvements this month.



"The proposal was viewed from every angle."—Miss D. W. Edwards, Plymouth.

DIARY OF
ACHIEVEMENT
No. 1—1932



Broader than the flood

"February makes a bridge and March breaks it", but steel and granite are stronger than ice, and this great construction, opened at Sydney Harbour in 1932, will carry many more millions of trains, road vehicles and pedestrians before it becomes narrower than the flood.

Carlyle said that mankind may be divided into two sections, the borrowers and the lenders, and the NALGO BUILDING SOCIETY also was opened in 1932 to throw a bridge between those two great divisions of the public. Although it needed more than habit to build Sydney Harbour Bridge, the saving habit of 30,000 NALGO members and their friends has enabled the Society to advance £13,000,000 for house purchase in 17½ years. That bridge of savings must be broadened to withstand the flood of mortgage applications and we invite your co-operation to increase its span. Let February and March both build it up.

2¼% per annum tax paid on
SHARES

2% per annum tax paid on
SPECIAL DEPOSITS

1½% per annum tax paid on
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NALGO BUILDING SOCIETY

1, YORK GATE, REGENT'S PARK, LONDON, N.W.1



A NALGO DIARY

by "ABINGDON"

WE ALL know that enormous changes have taken place in the scope and structure of British government since 1914. With new Government departments, widely increased powers, thousands more civil servants, and a host of new boards and public corporations, the picture of administration has changed out of recognition. Yet few revolutions have been so inadequately documented, and nowhere, so far as I am aware, has this one been comprehensively appraised.

It is with particular pleasure, therefore, that I welcome the latest venture of the Institute of Public Administration. The institute invited six experts to make a broad survey of the significant happenings in each of the main fields of government—Sir GILBERT CAMPION on Parliamentary procedure; D. N. CHESTER (chairman of the Local Government Examinations Board, and a former member of the Manchester branch of NALGO) on the Cabinet and its committees; Prof. W. J. M. MACKENZIE on the central departments; Prof. W. A. ROBSON on administrative law; Sir ARTHUR STREET on the public corporation and quasi-governmental bodies; and J. H. WARREN, NALGO's general secretary, on local government. The result of their work is to be published as a book, "British Government Since 1918," by Allen & Unwin, in the Spring, at a price around 15s.

Hastings Branch Panto.

"A NALGO show has got to be a good show" is the motto at Hastings. That, presumably, is why 4,000 people, some coming by coach from neighbouring branches, flocked to see its 1949 pantomime "Mother Goose," presented by the NALGO Players at the White Rock Pavilion, during its five-day run.



Prince Valentine (Sheelagh Black) and Mavis (Joan Siffert) rehearse a number with producer Reg. Taylor and pianist Prince McBride.

—"Hastings Observer" photo.

The cast of 70, plus a host of "prop" makers, scene painters, wardrobe mistresses, and other helpers, all members and their friends, had worked on the show for months under their producer, REG. TAYLOR, whose pantomime productions have been popular in the town for the past nine years.

Choir and ballet both contributed to the professional tone of the show, but the star turn, I am told, was the six-foot goose, whose wagging tail, flapping wings, movable neck and beak, and flashing red and green eyes delighted the audience whenever it appeared.

Now, the Players' committee, under its chairman, W. McDONALD, will soon be meeting to plan next year's show.

A NALGO Artist

Gracing the walls of the staff canteen at Headquarters are some interesting water colours. They are part of a series depicting a journey through India into Burma, painted by NORMAN ELLISON, rating assistant at Coudson and Purley, whilst he was on war service with the R.A.F.

Self-taught, Mr. Ellison has exhibited at home and abroad. Three of his drawings are now appearing in the "Changing Face of the Potteries" exhibition at Hanley Art Gallery, Stoke-on-Trent.

Mr. Ellison has been a NALGO member for 22 years, and is a former secretary and treasurer of his branch.

N.E.C. Member Honoured . . .

It is a rare honour for a local government officer to be chosen to lay the foundation stone of a new municipal building. In Sunderland this happened for only the second time in the town's history recently, when R. E. HERON, deputy director of education, laid the foundation stone of a primary infants' school.

Mr. Heron, who will retire next May, has been with the authority for 48 years. During that time he has given valuable service to NALGO and has been a member of the N.E.C. since 1936.

. . . and Another Retires

His countless friends throughout the North-West, and wider afield, will be sorry to hear of the retirement at the end of last year of JOHN S. UNDERWOOD, acting deputy borough treasurer of Blackpool, and one of the most popular members of the N.E.C.

A genuine "card," with an individual brand of pawky humour, "Johnny" Underwood is a perfect example of the local boy who made good. As a child, it



J. S. Underwood chatting with Dame Caroline Haslett at the recent women's conference in Blackpool.

—"Blackpool Gazette" photo.

is recorded, he earned odd coppers by helping a magician on Blackpool beach at 2d. a show, then became a business man, hiring an empty beer box to serve as a platform for temperance preachers at a "rent" of half-a-crown a week! He entered Blackpool treasurer's department at the age of 15 and has spent all his life there—apart from afternoons playing football for Huddersfield or attending NALGO meetings; he has held branch office continuously since 1919, occupying practically every post, has missed only one Conference since 1923, and has been a member of the N.E.C. since 1943.

50 Years of "London Town"

It seems incredible that our lively and ever-youthful contemporary, "London Town," the journal of the London County Council staff association, should have celebrated its fiftieth birthday last month. It must be one of the oldest, if not the oldest, municipal staff magazines in Britain, and possibly in the world. It is also one of the best edited, and I always look forward to its lively commentary, well-informed articles, and amusing cartoons. I salute the veteran and wish it another 50 years of fruitful life.

—and 40 of "B and O."

Another notable anniversary is that of NALGO's Benevolent & Orphan Fund which, as is recorded on another page, celebrated last month its fortieth birthday. The growth of the Fund has been astounding. Though founded in 1910, it did not make its first grant until 1912, and in the whole of that year disbursed only £23 3s. Last year, its disbursements in helping members and their dependants averaged nearly as much every working hour, reaching the colossal total of £39,000.

The Fund happily celebrated its birthday at Christmas time by resuming the pre-war practice—to which rationing had put a stop—of sending food hampers to each of its 562 beneficiaries. How welcome this has been was shown by the scores of appreciative letters received at Headquarters. One of the most touching was

(Continued on page 58)

NALGO's Tuition Service—

EXAMINATIONS

A member writes " . . . I wish to thank you for the excellent course I have just completed with the Institute. I have found the tuition of the greatest value in preparing me for my examination . . . "

Courses are available for the following examinations :—

Promotion Examination L.G.E.B.;
Institute of Hospital Administrators;
Chartered Institute of Secretaries;
Corporation of Certified Secretaries;
Housing Managers Certificate (R.I.C.S.);

I.M.E. Testamur;
D.P.A. (old regulations);
Institute of Housing;
Inc. Ass. Rating and Valuation Officers;
Board of Trade (Weights and Measures).

SINGLE SUBJECTS

With the aid of the N.C.I. you can—

MASTER A PARTICULAR SUBJECT
REVISE AN EXAMINATION SUBJECT
SUPPLEMENT ORAL LECTURES

Single subjects include :

Housing Law and Administration
Central and Local Government
Book-keeping
Hospital Law
Lunacy and Mental Treatment
Hospital Supplies and Catering

Education
Local Government Finance
Electricity Supply Law
Social Administration
English
Economics

RESULTS

At the 1948 Promotion Examination only 52 per cent. of the candidates were successful but of the N.C.I. trained students 63 per cent. were successful.

In 1949, the percentage of successful candidates increased to 54 but the percentage of the N.C.I. trained students increased to 73—representing nearly a quarter of the pass list. Only two N.C.I. students who completed their course failed in the examination!

To : EDUCATION OFFICER, NALGO,
1, YORK GATE, REGENT'S PARK, N.W.1.

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* Delete as necessary

LGS. 2.50

NALGO DIARY

(Continued from Page 56)

a card with a self-portrait from a beneficiary, aged 58, unable to speak or walk and compelled to spend his days in a chair. It was accompanied with a cheerful little verse.

Holiday Centres Booming

Judging from the flood of bookings now pouring into Headquarters, this should be a record year for the NALGO holiday centres. Already, with booking in progress for a few weeks only, many who want to take their holidays in the popular weeks of July and August are having to be disappointed. But there is still plenty of room for members who can take their holidays in June and September. This year Croyde Bay is offering a special attraction—a holiday for only £4 8s. a week, inclusive, for members under 25, during the weeks May 27 to June 3 and September 23 to 30.

Addresses Wanted

Several cut-out coupons torn from page 11 of January's "L.G.S." are lying useless at Headquarters. They were sent to ask for copies of NALGO ancillary publications—but, although the senders carefully marked the documents they wanted, they forgot to add their own names or addresses, to which the documents should be sent.

I have also been asked to appeal to members of the Provident Society, who suspended payment of contributions during war service, and have made no contact with the Society since, to send to Headquarters their new—and old—addresses, so that the records may be brought up to date.

Pass Books for Audit

Audit of Provident Society pass-books begins on February 1. Members are asked to send their books, either through their local correspondents or direct to Headquarters, in accordance with the following programme:

Metropolitan district—February 1 to 28;
N.W. and N.E. districts—March 6 to 29;
Yorks. E. Mid., W. Mid., and Eastern districts—April 3 to 26;
S.E., Southern, S.W., S. Wales, and Scottish districts—May 1 to 24.

Books not sent at the right time may be delayed in their return.

Building Society pass-books are *not* required at present. Members will be told individually when to send them.

No Cheap Banking Facilities

In the January "L.G.S." it was stated that members of NALGO might open accounts at any of the "Big Five" Banks at reduced charges. This was an error. The facilities were withdrawn a year ago, and the Editor asks me to apologise to any members who may have been misled by the slip.

EDUCATION NOTES

By K. S. CARTER

AS PART of its reorganisation of the NALGO Correspondence Institute, now in progress, the education committee decided on January 7 to continue and revise the courses for the A.R.V.O. and D.P.A. examinations.

The new syllabus for the D.P.A. will need careful consideration because, although there is little change in some subjects for which courses are already available, in others new courses will have to be written. It will be some time, therefore, before enrolments for full examination courses can be accepted.

Difficulties have arisen over the new course for the legal membership examination of the Town Planning Institute. Apart from catering for a new syllabus, we found that the T.P.I. was proposing to restrict its legal membership to persons with a legal qualification only. All interested candidates were warned that the possible changes might bar anyone who was not legally qualified from entering the examination after this year, but several have decided to "have a go." Despite the short time available, every effort is being made to help them through the 1950 examination.

In the meantime representations have been made to the council of the Institute, asking either that the change should not be made, or, if the council remains adamant, that it should at least give longer notice. It is hoped that members of the Institute will support these views.

Scholarships Scheme

Details of the 1950 Scholarships Scheme will be published next month. The N.E.C. education committee has decided to extend the scope of the scheme to all members intending to pursue a course of study appropriate to their careers. Candidates will be invited to submit an essay on one of the following subjects:

1. The effect of transfer of local government services from local to central control;
2. A post-entry training scheme for clerical and administrative staff (with special reference to one of the following services; local government, electricity, health, gas, or transport);
3. Administrative efficiency;
4. Careers for women in local government, electricity, health, gas, or transport services.

Fifteen awards of ten guineas each will be made for the best essays submitted. In addition, the committee is considering supplementing these awards in appropriate cases with five further awards of £50 each.

Workers' Educational Association

The W.E.A., to which NALGO is affiliated, is now reviewing the scope of its activities, and would doubtless

welcome an indication of local needs. It is suggested, therefore, that branches take this opportunity of informing their local W.E.A. secretaries of their needs and interests.

Oxford Summer School

Only sixty places will be available for members at this year's school, and several have already been booked.

A provisional scheme of lectures on the general theme, "The place of local government in democratic society" has been prepared, and I hope to announce details next month.

Dutch Summer School

This school will probably be held during the first week in September. Here again, the number of places is limited, and interested members should apply to Headquarters without delay so that further information can be sent to them as soon as it is available.

The provisional programme includes lectures on the structure and functions of Dutch local government and various more specialised talks on education, housing, and so on.

The Oxford city council has agreed to sponsor the attendance of one member of its staff, and to give leave of absence with full pay to any others who wish to attend.

Ashridge Week-end School

The Metropolitan area education committee is to hold a week-end school at Ashridge, Berkhamstead, Herts, from April 14 to 17. Lectures will cover various aspects of the general theme, "Administration in a Democracy." Speakers will include Mr. T. W. BURDEN, M.P., Dr. R. W. REVANS, director of education and training of the National Coal Board, Mr. NOEL HALL, principal of the Administrative Staff College, Henley, and Mr. VICARS BELL, a local schoolmaster and historian, whose interesting talk on the mediaeval history of local government and the social services will be remembered by some of last year's students.

Fee for the school will be £3 10s. Further details will be published in next month's journal, but anyone interested should write to the honorary secretary, A. E. KAY, County Hall, Chelmsford.

Town and Country Planning

The Metropolitan Students' Society is organizing a series of lectures starting on February 15 on this and allied subjects, to be given by SPENCER RODGERS, L.M.T.P.I., A.R.I.C.S., L.R.I.B.A., barrister-at-law, and held at Holborn town hall. The fee to members of the society is 10s. for the whole course. Applications to A. L. HARRIS, 110, Carlton Avenue West, North Wembley, Middlesex.

SCOTTISH NOTES

by R. DEAS

THE JOINT Industrial Council met in Glasgow last month, but these notes had to be prepared before the event. It seemed likely that further information would be needed before any decision could be reached about the miscellaneous groups.

Staff Side Representatives

NALGO members on the staff side of the J.I.C. for 1950-51 are: D. GALBRAITH, Paisley; T. SPENCE, Dunbartonshire; J. PENNY, Dundee; I. V. WARNER, Edinburgh; and N. McLEAN, Glasgow.

Co-ordinating Committee

The district finance and general purposes committee will probably be submitting its proposals on this matter to the next district committee meeting.

Local Government Course

The Scottish education department has promised to give favourable consideration to any scheme designed to increase the efficiency of the public services. The next stage in the district's efforts to institute local courses will probably be a meeting with the Association of Directors of Education to consider the type of courses to be arranged, where and how often they should be held, what they will cost, and what assistance can be offered to students.

Scottish Conference

This will be held in the Music Hall, Edinburgh, on February 18.

Study Comes First

T. GRAY, city engineer's department, Edinburgh, has had to resign from the secretaryship of the Scottish Billiards Association and Control Council so that he can devote more time to his studies. He has been secretary of the Association for the past three years, and is an excellent billiards and snooker player. A past winner of the Capucci Cup, he has also been runner-up in the Scottish Open Snooker Competition and in the "Amateur," besides being an entrant in international matches.

Appointment Vacant

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Applications, furnishing personal details, age, qualifications and experience, together with the names and addresses of two persons to whom reference may be made, should be forwarded to the Group Accountant, North Western Gas Board, Cardwell Place, Blackburn, within fourteen days of the issue of this advertisement.

S. G. DEAVIN, Secretary.

Appointments Vacant
Editorial Assistant for "L.G.S."

Applications are invited from men or women for the post of junior editorial assistant on the Association's official journal. Salary will be on A.P.T. Grade II—£460 × £15—£505—and the officer appointed will be included in the Staff Superannuation Scheme.

Applicants should be capable of writing fluently and concisely, reporting meetings, etc., accurately, and should have some experience in magazine production. Knowledge of NALGO organisation, Whitley procedure, and local government or the nationalised services is desirable, but not essential.

Applications, giving full particulars of age, education, qualifications, and experience, and the names of three referees must reach the General Secretary, NALGO, 1, York Gate, London, N.W.1, by February 28.

SOUTHERN RHODESIA.—Market Garden Manager for 30 acres irrigated going concern to start April. New house with all mod. con. Write air mail full qualifications for fuller details and photos. G. Pollitt, Mazoe, S.R.

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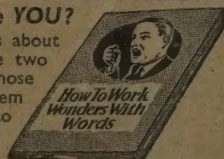
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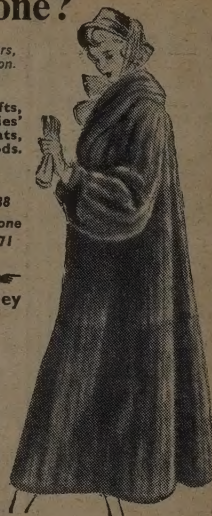


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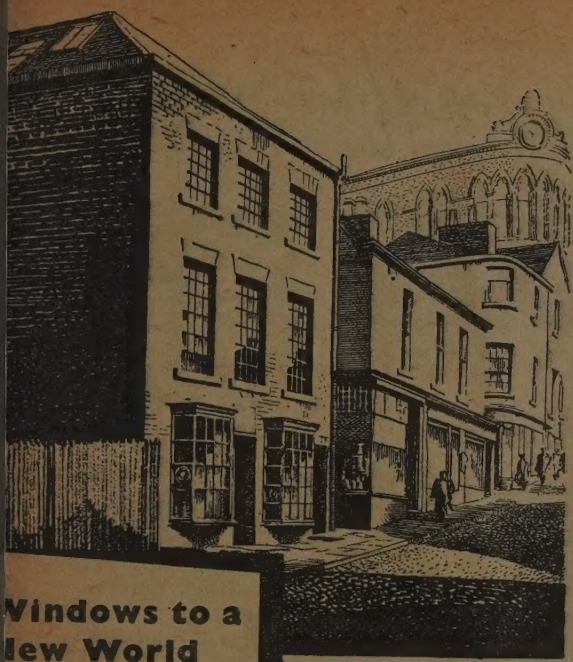
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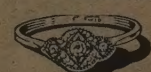
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